



Racial Harassment Forum Brighton & Hove (RHF) **Trustees Annual Report for January 2025**

Racial Harassment Forum Brighton and Hove (RHF) is a registered charity that specifically addresses the safety needs of Black, Asian, Minority Ethnic (BAME) and faith communities who experience fear and hate incidents that are racially and religiously motivated. RHF provides advice, assistance and support to people impacted by hate incidents and to promote prevention of hate crime.

1. The Main Activities of the Charity

- **RHF community supporter and Outreach Service:**

When the RHF Community Supporter role was created, it intended to respond to the needs of local people who found themselves in difficult and/or distressing situations. The support provided: advice, liaison with agencies to help with reporting and follow up.

- **Contributing to Community Meetings to provide support for more**

RHF continues to regularly attend the BHCC's Anti Racism Community Advisory Groups (CAG) and the Anti Racist Education strategy meetings.

2. Main Achievements of the Charity in the past year

- **Third Party Reporting Centre (TPRC)**

The TPRC was a project as an alternative to reporting to the Police or the Local Authority that aims to offer an improved service to people experiencing hate incidents funded by the BHCC. Due to the funding coming to an end, the project

was terminated at the end of May 2024.

- **Parent Peer Pilot Completed**

The parent Peer project was successfully completed in July 2023, The report was received by RHF and the funder was informed. The funder was so pleased about the completion of the project, they offered RHF the opportunity to apply for funding on a bigger scale.

- **Website is developed.**

Racial Harassment Forum has developed its website to better engage with the public and have up to date and easily accessible information online. Please find the link to the website below:

<https://rhfbandh.org.uk/>

3. Challenges over the Year

staff dismissals/ appeals
employee complaints
employment tribunal

RHF trustees, who are all volunteers, either working full time or in full time education, have always worked very hard to support the BME communities, in which many are really embedded. However, 2024, has been a very challenging year regarding staff. RHF is still dealing with the challenges with trust and confidence. We hope that the situation is dealt with the best outcomes for all, in 2024. The Insurance Company has taken over the tribunal proceedings and they have appointed their own Lawyer.

4. Future Vision

- **Employing staff:**

We are in the process of recruiting the Project and Admin Officer. Due to the size and needs of our Charity this role was merged as one post.

- **Developing a Range Policies to Achieve Good Governance and training**

RHF has developed a range of policies that will ensure good governance which are

available on our website. In this framework, Trustees have undergone training on good governance, HR, EDI, Line managing and Finance management. We aim to update this training on a regular basis to ensure the efficient management of funds, staff, and risk management. To complete the training requested by the funders we are in contact with Community Works, Resource centre and TDC.

- **Confirming funding and sustainability for employees**

Sustainability for employees has always been part of our vision. The trustees are always engaged to secure funding for staffing. Our main funder is Brighton and Hove City Council and we look to continue working with BHCC and our other funders to continue our work supporting Black and racialised minorities in the city.

1. Financial Review

Core Funding (BHCC)
TPRC (BHCC and Sussex police)
Parent peer Pilot (National Lottery Community Fund)
Brighton and Hove Bus company Santa Bus Scheme.

- **Further Information**

- Independent Examiner: The Resource Centre, Brighton & Hove
- Governance, HR, and finance training: Community Works, The resource centre and TDC.

5. Structure, Governance and Management

Our governing document is a Constitution of a Charitable Incorporated Organisation with voting members other than its charity trustees.

b) At every [subsequent] annual general meeting of the members of the CIO, one third of the charity trustees shall retire from office. If the number of charity trustees is not three or a multiple of three, then the number nearest to one-third shall retire from office, but if there is only one charity trustee, he or she shall retire;

6. Name of the Charity Trustees who manage the Charity

- Mahir Chowdhury
- Asmat Roe

- Mishruna Kibria
- Hakan Akilli
- Luqman Onikosi

7. Reference and Administrative Details

The Racial Harassment Forum Brighton & Hove (RHF)

Registered Charity: 1194527

BMECP Centre
10A Fleet Street
Brighton
BN1 4ZE

8. Declaration

Trustees declare that they have approved the trustees report
above. **Signed on behalf of the charity's trustees.**

Signature: Mahir Chowdhury

Full names: Mahir Chowdhury

Position: Chair

Date: 21st January 2025

Racial Harassment Forum, Brighton & Hove (RHF) CIO

Accounts from 1st April 2023 to 31st March 2024

Registered charity: 1194527

Charity correspondent: Mahir Chowdhury
B M E C P Centre
10a Fleet Street
Brighton
BN1 4ZE

These accounts have been prepared on the Receipts and Payments basis from information and explanations supplied by the charity.



Kate Chapman
Resource Centre
6 Tilbury Place
Brighton BN2 0GY
18th December 2024

These accounts have been approved by the Trustees of the charity.

Signed by one or two Trustees on behalf of all the Trustees

1. M. H. Chowdhury

2. [Signature]

Date 23/01/2025

Racial Harassment Forum, Brighton & Hove (RHF) CIO

Charity number 1194527

Statement of Financial Activities from 1st April 2023 to 31st March 2024

Summary receipts and payments

Receipts			2024			2023
	restricted	unrestricted	total	restricted	unrestricted	total
Donations, grants and legacies	28,762	23,421	52,183	3,333	11,040	14,373
Income from charitable activities	-	-	-	45	160	205
Total Receipts	28,762	23,421	52,183	3,378	11,200	14,578
Payments						
Expenditure on charitable activities	27,407	24,830	52,237	19,131	37,482	56,614
Total Payments	27,407	24,830	52,237	19,131	37,482	56,614
Net receipts (payments) for the period	1,355	(1,409)	(54)	(15,753)	(26,282)	(42,035)
Transfers between funds (see note 3)	(16,693)	16,693	-	-	-	-
Balance of funds at 1st April 2023	19,173	13,688	32,861	34,926	39,970	74,896
Balance of funds at 31st March 2024	3,835	28,972	32,807	19,173	13,688	32,861

Note 1

The Trustees agreed that on 31/03/24 the following Restricted funds should be reallocated as Unrestricted funds:

Sussex Police (Re Third Party Reporting Centre) received March 2023	2,638
Brighton & Hove City Council (re Third Party Reporting Centre) received April 2023	14,055

NB additions may vary by +/- £1 due to rounding

Racial Harassment Forum, Brighton & Hove (RHF) CIO

Charity number 1194527

Receipts and Payments from 1st April 2023 to 31st March 2024

Receipts	2024			2023		
	restricted	unrestricted	total	restricted	unrestricted	total
Donations, grants and legacies						
Brighton & Hove City Council Third Sector Commission	-	23,421	23,421	-	11,000	11,000
Brighton & Hove City Council (re Third Party Reporting Centre)	28,762	-	28,762	-	-	-
Sussex Police (re Third Party Reporting Centre)	-	-	-	3,333	-	3,333
Donations	-	-	-	-	40	40
Income from charitable activities						
Rainbow Hub re publicity costs	-	-	-	45	-	45
Unaccounted (Brighton and Hove City Council)	-	-	-	-	160	160
Total Receipts	28,762	23,421	52,183	3,378	11,200	14,578
Payments	2024			2023		
	restricted	unrestricted	total	restricted	unrestricted	total
Expenditure on charitable activities						
Freelancer/consultancy fees	5,653	-	5,653	-	-	-
Salaries	15,604	19,982	35,586	13,744	31,235	44,979
Payroll	-	707	707	-	540	540
Office rent	-	3,300	3,300	-	3,275	3,275
Community Base rent	4,232	-	4,232	4,361	-	4,361
Venue hire (other)	-	-	-	48	82	130
Office costs (including phone and zoom subscription)	537	40	577	264	310	574
Office equipment (including computers and care plans)	794	-	794	332	1,260	1,593
Printing and publicity	52	-	52	92	31	123
Cleaning and health & safety	-	-	-	17	21	38
DBS checks	132	18	150	144	-	144
NCVO membership & subscriptions	174	-	174	-	124	124
Insurance	-	728	728	-	441	441
Catering and refreshments	-	-	-	77	34	111
Equipment hire	-	-	-	20	-	20
Training	169	-	169	-	-	-
Staff/volunteer expenses	61	-	61	33	95	128
Gifts	-	55	55	-	35	35
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Racial Harassment Forum, Brighton & Hove (RHF) CIO

Charity number 1194527

Assets and Liabilities at 31st March 2024

Assets

Metro Bank Community Account	32,642
Cash in Hand	166

Total assets	32,807
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Non-monetary Assets

none known

Liabilities

none known

Restricted funds held at 31st March 2024

Funder	Date funds received	Balance remaining at 31st March 2024
National Lottery Community Fund (re Peer Parent Pilot)	July 2021	3,835

Restricted funds held at 31st March 2024	3,835
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Free reserves	28,972
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