

Anti Racist Cumbria CIO

Registration number: 1197005

Annual Report and Financial Statements

08 December 2021 to 31 December 2022



MoynanSmith
Chartered Accountants & Tax Advisers

Unit 4 Clifford Court
Cooper Way
Carlisle
Cumbria
CA3 0JG

Anti Racist Cumbria CIO

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Anti Racist Cumbria CIO

Reference and Administrative Details

Charity name	Anti Racist Cumbria CIO	
Charity registration number	1197005	
Registered office	Windermere Works Oldfield Court Windermere LA23 2HJ	
Trustees	N McNulty (Chair)	(Appointed 11 August 2021)
	K Royall	(Appointed 11 August 2021)
	L Goad	(Appointed 11 August 2021)
	Z Houghton	(Appointed 11 August 2021)
	M Peart	(Appointed 1 August 2022)
	N Anderson	(Appointed 1 August 2022)
	M Banisaeid	(Appointed 1 August 2022)
	C Quan-soon	(Appointed 1 August 2022)
	J Fleary	(Appointed 1 August 2022)
Accountant	MoynanSmith Unit 4 Clifford Court Cooper Way Carlisle Cumbria CA3 0JG	
Bankers	Starling Bank 3rd Floor, Finsbury Avenue London EC2M 2PP	
	Virgin Money 7 Stricklandgate Kendal LA9 4NB	

Anti Racist Cumbria CIO

Trustees' Report for the Period Ended 31 December 2022

The financial statements have been prepared in accordance with the accounting policies set out in the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable in the UK and Republic of Ireland.

1. STRUCTURE, GOVERNANCE AND MANAGEMENT

Anti Racist Cumbria is a Charitable Incorporated Organisation registered with the Charity Commission under the charity number 1197005 on 8 December 2021, having operated as a voluntary organisation since September 2020. The charity is governed by its Constitution, which has been approved by the Charity Commission, that sets out its charitable objects as the promotion of equality and diversity and racial harmony for the public benefit in Cumbria by:

- a) Working towards the elimination of discrimination on the grounds of race
- b) Promoting knowledge and mutual understanding between different racial groups
- c) Advancing education and raising awareness about different racial groups to promote good relations between persons of different racial groups.

Recruitment and Induction of Trustees

Anti Racist Cumbria works to ensure the charity is supported by a board of trustees with the skills, knowledge and experience needed for the effective administration of the charity.

The first trustees appointed were approached by the staff team due to their experience as evidenced in their careers or through their lived experience. Future trustees will be recruited as and when required following a skills gap analysis and will go through a public process and/or recommendations.

On or before his, her or their first appointment, a copy of the current version of the Constitution and a copy of the latest Trustees' Annual Report and Accounts will be made available to each new trustee. They will also be provided with an Induction Training Session and Trustee Welcome Pack, which details their obligations in relation to the Charity Commission guidance on public benefit, with regular support provided as necessary.

Organisational structure

The Board of Trustees are the only people with voting rights. The Board oversees the direction of the charity and holds to account the employed staff, of which there are currently 4 full time.

There are 2 senior members of staff:

- Janett Walker (CEO) holds overall responsibility for the operation
- Sophia Newton who holds responsibility for communications.

The staff team are supported by contracted or freelance experts to work on particular projects when required.

Volunteers are a key part of Anti Racist Cumbria's achievements and structure. They do not contribute financially e.g. through regular monthly donations, but do regularly give their time to support events, write social media posts or support each other, with the overall organisation underpinned by a team of 70+ volunteers who support the charity.

Trustees' Report for the Period Ended 31 December 2022

2. OBJECTIVES, ACTIVITIES AND ACHIEVEMENTS

To achieve the charitable objectives, Anti Racist Cumbria works across 4 main areas:

Impacting Leadership:

We work with the county's leadership and organisations to achieve change at scale by supporting leaders and organisations to become anti-racist. Key activities in this area are providing facilitated conversation and training sessions as well as providing consultancy and advice.

Transforming Education:

We work directly with schools and other educational organisations to support them to deliver an anti-racist curriculum, better recognise racism and better support young people impacted by racism. Key activities include; supporting schools through an audited training programme, supporting families whose children have been subjected to racism in schools and liaising with the schools to secure outcomes that support both parties.

Growing Grassroots:

Working with and for our communities is as important and vital as working with our leaders, major businesses and educators. We work to create a visible and proud Black, Brown and Minoritised Cumbrian community as well as create projects that unpick the fears and mistruths abounding in our predominantly white communities. Key activities include; youth groups, creation and release of a youth-led multi-award-winning animated short film and recruitment of 70+ volunteers across the county.

Communication:

Educating on and campaigning for anti-racism to support individuals to better understand racism and anti-racism. Key activities include; regular content on four social media platforms, newsletters, printed quarterly magazines and by holding a range of anti-racist events such as our sell-out Anti Racist Cumbria Summit.

Achievements and performance

Before Anti Racist Cumbria, there were no organisations dealing with racism or talking about anti racism. Our very existence has created a vibrant community and given Cumbria a voice. This is evidenced daily by the emails we receive either asking for our help or giving thanks for the impact we have made.

Detailed below are some specific examples of our achievements, linking back to our four main areas:

Impacting Leadership:

Our CEO Janett was appointed to the North East & Cumbria (one of 6) regional steering groups of The Phoenix Way (of which she is now co-chair); an initiative created to address the structural barriers and inequities Black communities experience so that those facing poverty, exclusion and discrimination have a say in decisions that impact their lives.

We were invited to be part of the partners panel interviewing the new CEO of the newly formed Cumberland Authority. We are now working closely with them and are at the beginnings of work with Westmorland and Furness authority which we will progress in 2023.

We delivered anti-racist conversations and workshops to some of our region's key organisations; the University of Cumbria's Institute of Health, Civil Nuclear Constabulary, Cumbria Education Early Years and Cumbria Museum Consortium. Janett is now a key part of an EDI steering group for The University of Cumbria's Institute of Health, and they meet regularly to ensure that their approach, policies and courses are working towards becoming genuinely equitable, with anti-racism a clear and intentional part of the institute's ethos.

Anti Racist Cumbria CIO

Trustees' Report for the Period Ended 31 December 2022

We continued our working relationship with Cumbria Constabulary in its commitment to identify and address any racial disparities for anyone interacting with Cumbria police. The joint cultural audit programme undertaken in 2021 was commissioned by Cumbria's Police and Crime Commissioner.

Transforming Education:

Barrow AFC teamed up with Anti Racist Cumbria to host a workshop for 50 schoolchildren from across the town to learn about and discuss anti-racism. It was an incredibly impactful day for both the children and for the ARC team culminating in a large group of the children walking out onto the pitch at a Barrow AFC match the following Saturday with a banner and wearing Anti Racist Cumbria T-Shirts.

Anti Racist Cumbria were part of the Diocese of Carlisle Schools conference, which welcomed headteachers, governors and leaders from a range of Cumbria's Church of England schools. The theme this year was inclusivity, and Janett hosted an impactful and interactive session around the relevance of anti-racism in Cumbrian Education System. This has been the beginning of an ongoing relationship between Anti Racist Cumbria and the Diocese of Carlisle, and we'll be moving forward with further collaboration in 2023.

Thirty primary and secondary schools across the county are working with us on our anti-racism pilot scheme, which is backed by Cumbria County Council. Our pilot process has not only created the opportunity for schools to learn about anti-racism, it's also offered us the chance to see some fantastic examples of good practice and growth. One of the schools commented:

"We decided to take part in the audit pilot scheme because we wanted to understand where we could make a difference, how to make our school a place of true acceptance, where everyone is represented and valued. I'd describe the audit process as challenging but brilliant. Our pupils are ready to be courageous advocates, they are passionate, thoughtful and ready to stand up against racism and all forms of discrimination. This would not have happened without ARC!"

Growing Grassroots:

Over 200 VIP guests joined us for an exclusive animatic screening of 'The Fell We Climb'- an animated short film inspired by our Grass Roots youth group made up of Black and Brown young people who have shared their real life experiences of growing up in Cumbria. Guided by Plus3K animation studio and Executive Producer TV Presenter Nigel Clarke, best known for hosting CBeebies, they have brought to life a spell-binding and authentic character driven story to inspire future generations to become anti-racist.

We were thrilled to hit our crowdfunder target thanks to the support of several Cumbrian businesses and individuals both locally & nationally. The film has since been screened at over 50 venues across Cumbria and is now being prepared to enter the 2023 film festival circuits. It will also be provided free to every school in the county with an accompanying lesson plan (that's over 340 schools).

We took a group of Black girls and non binary young people to see ARC member Lekhani Chirwa in her play 'Can I Touch Your Hair' at Theatre by the Lake. Why? Because each and every one of them have Afro textured hair. And each and every one of them have had to go on a hair journey (and still are) just like Lekhani did. They proudly participated in a Q&A afterwards with Lekhani, each taking a turn to sit with her and Jess (one of our youth mentors who has also been on the same journey). Lekhani feels epic. She is in love with her beautiful versatile hair and she isn't letting anyone tell her otherwise. To open up those important conversations about racism we need more plays like #CITYH in our county.

Anti Racist Cumbria CIO

Trustees' Report for the Period Ended 31 December 2022

Communication:

In May '22 we hit a social reach of over 1 million, which is 95% higher than the national average for organisations of our size! Our social media is headed up by Director of Comms Sophia Newton and supported by an incredible team of volunteers who all contribute; which makes it even more special when we receive feedback like this:

“All their social posts and articles are well - researched, balanced and they educate me on hidden stories, false narratives and implicit bias. The tone of voice is unapologetic and firm but also filled with empathy and kindness”

We held our first (but certainly not our last) Summer Sticker Day. Some of our ARC volunteers were joined by members of the public who had come to volunteer with us for the day in exchange for items purchased from the @kindercumbria shop project. Our brilliant teams in Keswick, Carlisle and Windermere were tasked with visiting local businesses and asking them to show their support by putting up one of our 'Anti Racist Cumbria Supporter' window stickers. We were absolutely blown away by the welcome we received! 68 fantastic shops, pubs, restaurants and independent Cumbrian businesses put up our stickers without hesitation.

November saw the return of our Summit at Brewery Arts, Kendal. We sold out again... and with Nova Reid as our Keynote speaker it's no surprise! It was a day of enriching, empowering and encouraging conversations, alongside talks and workshops that helped us to share the progress that we've made, as well as talk about the work we must all continue to do. We couldn't be prouder: of our team of volunteers, our facilitators, our speakers, and of all the contributors working behind the scenes to make the event as impactful as it was. We're also proud of those 250 people who attended in person, and the almost 100 people who accessed the event online via our webinar. Choosing to spend the day learning and talking about racism is not the easy choice; it's brave, bold and it's often uncomfortable. But as we discussed throughout the day, being a good ally is all about working to accept discomfort as well as challenging racism and inequity wherever we can.

3. FINANCIAL REVIEW

Total unrestricted funds held at 31 December 2022 amounted to £69,329, £42,927 being funds introduced from our voluntary organisation prior to our CIO status.

The charity's principal sources of funds are:

- Income from funders (internally ringfenced for specific areas);
- Income from training and consultancy activities
- Income from event sales.

Our current main funders are detailed below:

Funder	Ringfenced
Esmée Fairburn	N/A
Paul Hamlyn Foundation	Grassroots
The Francis C Scott Charitable Trust	Grassroots
Arts Council	Grassroots
Children in Need	Grassroots
Cumbria Community Foundation	Grassroots
Cumbria County Council	Grassroots / Education
HM Probation Service	Grassroots
Michelle Jurd Fund	Grassroots
Police and Crime Commissioner	Grassroots

Trustees' Report for the Period Ended 31 December 2022

Our income during the year ended 31 December 2022 was within 93% of our forecast income for the year. Analysing our income during the year ended 31 December 2022 gives us an indication of our engagement across sectors, including funding and sponsorship as well as sales - Business sector is the highest at 34% with the Education sector at 26%.

Progress in the environment sector for example is minimal but in our business plan we didn't anticipate making in-roads into that sector until year 3. The biggest disappointment here is Tourism & Outdoors (less than 3%). We had expected and hoped to be doing much better in this sector given where we live but there has been resistance.

We've made deeper in-roads into the Arts & Culture sector than we had planned at this stage, having built relationships with all those on our list in the business plan and although police have been slow, we are sufficiently on track with the sector. Sports and Recreation are starting to progress although again not in the way we had perhaps anticipated.

As we've grown we've adapted the forecasting process to link in with the reporting of the accounts, and we have introduced new accounting procedures in order to:

- Safeguard, monitor and control income including grants, donations and fees in the form of BACS, cheques, cash, or other transactions;
- Set out the structure of authorisation for dealing with income, credit-control and cash management.

Reserves policy

At only 1yr old we were not forecasting sufficient funds to be able to hold reserves, but we're working towards being in a position to hold up to between 5 and 6 months in running costs for the charity to be in a more secure position.

Risk management and Going concern

Currently our income is made up of 60% funding and 40% from paid activities e.g. paid work with the police. Our funding applications have a success rate of 60% but the appetite for this kind of work is unpredictable and our primary uncertainty is the continuation of this level of funding income in order to be able to support the running of a full time staff team. The plan over the next 3 years is to increase the percentage of paid activities therefore reducing this risk.

We have a risk matrix that is reviewed and updated regularly. This details our principal risks which include: Covid-19, Government policy changes, Reputational Damage, Competition for services and Funding reductions.

Approved by the Board on 15 June 2023 and signed on its behalf by:



N McNulty (Chair)
Trustee



K Royall
Trustee

Trustees' Responsibilities in relation to the Financial Statements

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards.

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations and the provisions of the trust deed. They are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection fraud and other irregularities.

**Independent Examiner's Report to the Trustees of
Anti Racist Cumbria CIO**

I report on the financial statements of the charity for the period ended 31 December 2022, which comprise the Statement of Financial Activities, the Balance Sheet and the notes to the financial statements.

Respective responsibilities of trustees and examiner

The Charity's trustees are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

It is my responsibility to:

- Examine the accounts under section 145 of the 2011 Act
- Follow the procedures laid down in the General Directions given by the Charity Commission under section 145 (5) (b) of the 2011 Act
- State whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1) Which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 130 of the Charities Act 2011
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of the 2011 Act

have not been met; or

2) To which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



D Harper FCA

Independent Examiner

Gibbons Chartered Accountants

15 June 2023

Anti Racist Cumbria CIO

Statement of Financial Activities for the Period Ended 31 December 2022

		Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
	Note			
Income and endowments from:				
Donations and legacies	2	95,638	98,017	193,655
Charitable activities	3	62,705		62,705
Total income		158,343	98,017	256,360
Expenditure on:				
Charitable activities	4	131,941	98,017	229,958
Total expenditure		131,941	98,017	229,958
Net incoming resources before transfers		26,402	0	26,402
Transfers				
Gross transfers between funds		0	0	0
Net movement in funds		26,402	0	26,402
Reconciliation of funds				
Funds from previous unregistered organisation		42,927		42,927
Net movement in funds in period		26,402		26,402
Total funds carried forward		69,329	0	69,329

The notes on pages 11 to 15 form an integral part of these financial statements

Anti Racist Cumbria CIO

Balance Sheet as at 31 December 2022

	Note	2022 £	£
Fixed assets			0
Current assets			
Stock	7	4,250	
Debtors	8	3,270	
Cash at bank and in hand		70,267	
		<u>77,787</u>	
Creditors: Due within one year	9	(8,458)	
Net current assets			<u>69,329</u>
Net assets			<u><u>69,329</u></u>
The funds of the charity:			
Restricted funds			0
Unrestricted funds			69,329
Total charity funds	12, 13		<u><u>69,329</u></u>

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Approved by the Board on 16 May 2023 and signed on its behalf by:



 N McNulty (Chair)
 Trustee



 K Royall
 Trustee

Notes to the Financial Statements for the Period Ended 31 December 2022

1 Accounting policies

Basis of preparation

These financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland FRS 102) and the Charities Act 2011.

The charity meets the definition of a public benefit entity under FRS 102.

Statement of compliance

These financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Going concern

These financial statements have been prepared on a going concern basis.

Fund accounting policy

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside at the discretion of the trustees for specific purposes.

Income

Income including donations, legacies and grants that provide core funding or are of a general nature are recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability.

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

Notes to the Financial Statements for the Period Ended 31 December 2022

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Expenditure

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Stock

Merchandising stock is valued at the lower of cost and net realisable value after making due allowance for obsolete and slow moving stocks.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Operating leases

Rentals payable under operating leases are charged in the statement of financial activities on a straight line basis over the lease term.

Pensions

The charity operates a defined contribution pension scheme. Contributions are charged in the statement of financial activities as they become payable in accordance with the rules of the scheme.

Anti Racist Cumbria CIO

Notes to the Financial Statements for the Period Ended 31 December 2022

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2	Donations and legacies	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
	Donations and legacies			
	Donations and sponsorships	15,638	33,017	48,655
	Grants			
	Esmée Fairburn Foundation	80,000		80,000
	Paul Hamlyn Foundation		50,000	50,000
	The Francis C Scott Charitable Trust		15,000	15,000
		80,000	65,000	145,000
		95,638	98,017	193,655
3	Charitable activities	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
	Charitable activities			
	Merchandise sales	2,096		2,096
	Power hour sessions	11,830		11,830
	Conversation days	11,237		11,237
	Event sales	15,712		15,712
	Consulting and speaker fees	21,830		21,830
		62,705	0	62,705
4	Expenditure	Direct costs £	Support costs £	Total 2022 £
	Purchases (adjusted for stock)	1,986		1,986
	Promoting awareness	900		900
	Event expenses	16,674		16,674
	Subcontractor costs	76,898		76,898
	Employment costs		102,260	102,260
	Staff training		388	388
	Travel and subsistence	2,325		2,325
	Rent		18,212	18,212
	Computer software costs		1,572	1,572
	Insurance		477	477
	Printing, postage and stationery	3,258		3,258
	Accountancy fees		1,845	1,845
	Independent examiner's fee		500	500
	Sundry expenses		2,663	2,663
		102,041	127,917	229,958

£98,017 of the above expenditure was attributable to restricted funds.

Notes to the Financial Statements for the Period Ended 31 December 2022

..... continued

5 Trustees' remuneration and expenses

During the period one of the trustees received £1,510 from the charity for consultancy work.

No other remuneration or expenses were paid to trustees during the period.

6 Employee's remuneration

The monthly average number of persons (including senior management) employed by the charity during the year was as follows:

	2022
	No.
Charitable activities	3

The aggregate payroll costs of these persons were as follows:

	2022
	£
Wages and salaries	97,511
Employers National Insurance	2,980
Employers pension	1,769
	102,260

No employee received emoluments of more than £60,000 during the period.

7 Stock

	2022
	£
Merchandise stock	4,250

8 Debtors

	2022
	£
Trade debtors	3,270

9 Creditors: Due within one year

	2022
	£
Trade creditors	6,682
Accruals and deferred income	1,776
	8,458

10 Controlling entity

The charity is controlled by the Trustees.

11 Related party transactions

Other than the consultancy fees detailed in note 5, there were no related party transactions during the period.

Notes to the Financial Statements for the Period Ended 31 December 2022

..... continued

12	Analysis of funds	Incoming resources £	Resources expended £	Transfers £	At 31-Dec-22 £
	General funds				
	Funds from previous organisation	42,927	(42,927)		0
	General funds received in period	110,638	(41,309)		69,329
	Income from charitable activities	47,705	(47,705)		0
		201,270	(131,941)	0	69,329
	Restricted funds				
	Animated Futures: 'The Fell we Climb'	33,017	(33,017)		0
	Grassroots Development Staff	65,000	(65,000)		0
		98,017	(98,017)	0	0
		299,287	(229,958)	0	69,329

Animated Futures: 'The Fell we Climb':

The Fell We Climb is a powerful animated film that has been co-created with Plus3k Studios and our grass roots youth group: Animated Futures.

This team of inspirational young people was brought together in 2020 and the project began life as a space for young Black and Brown children to connect about what it means to grow up in Cumbria if you aren't White. For many of these children it was the first time they had even met another young person who looked like them.

We quickly realised how passionate the kids were about an anti-racist future with their clear vision for change, and the project organically grew to become as epic as they are. Plus3k came on board to begin to teach them about animation as an outlet for exploring culture and identity. The Fell We Climb is based on their real-life experiences, and we believe that it will inspire future generations to also become anti-racist.

Grassroots Development Staff:

Funding has been awarded to enable us to appoint Grassroots Development staff to further enrich our work in communities.

This enabled us to step up to the next phase of our plan for an anti-racist county and to work in earnest with Cumbria's young people, and subsequently all generations in our towns and rural communities, to understand and embrace anti racism in ways that work for them.

13	Net assets by fund	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
	Current assets	77,787		77,787
	Creditors: Due within one year	(8,458)		(8,458)
	Net assets	69,329	0	69,329