

Anti Racist Cumbria CIO

Registration number: 1197005

Annual Report and Financial Statements

Year ended 31 December 2023



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	University of Cumbria Rydal Road Ambleside LA22 9BB	
Trustees	J Fleary (Chair) M Banisaeid S Peart N Anderson Z Houghton A Scott K Cooper	(Appointed July 2023) (Appointed February 2024)
	N McNulty K Royall L Goad C Quan-soon	(Resigned September 2023) (Resigned October 2023) (Resigned December 2023) (Resigned June 2023)
Accountant	MoynanSmith Unit 4 Clifford Court Cooper Way Carlisle Cumbria CA3 0JG	
Bankers	Virgin Money 7 Stricklandgate Kendal LA9 4NB	

Trustees' Report for the Period Ended 31 December 2023

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 are being recruited as and when required and this is done after a skills gap analysis followed by a public process and/or recommendations.

On or before their first appointment, a copy of the current version of the Constitution and a copy of the latest Trustees' Annual Report and Accounts is made available to each new trustee. They must undertake an Induction Training Session and are provided with a Trustee Welcome Pack, which details their obligations in relation to the Charity Commission and guidance on public benefit. They receive regular support with a 6 month interim meeting with the Chair and the CEO.

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 were 3 full time at the time of this reporting.

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 100+ volunteers who support the charity.

Trustees' Report for the Period Ended 31 December 2023

2. OBJECTIVES, ACTIVITIES AND ACHIEVEMENTS

To achieve the charitable objectives, Anti Racist Cumbria works across five key 'pillars':

Impacting Leadership:

Working with businesses and in leadership spaces, we have encouraged organisations to begin their anti-racist journeys and support them to do so through our range of anti-racist business offerings. These include; Power Hours, full and half day Conversation Day sessions and bespoke anti-racist programmes.

This work not only helps us achieve our charitable aims and create more anti-racist organisations but the money received from businesses supports the long term sustainability of our anti-racist work and subsidises our work with schools and communities.

Education:

Our work in the Education sector began back in October 2020, when almost 80 Cumbrian schools pledged to become actively anti-racist following Anti Racist Cumbria's online Race and Education event. In 2021/22, 30 of these schools went on to complete audits under a pilot process funded by Cumbria County Council's Education Department.

Following on from the results of this pilot, Copeland & Cumbria County Council funded an Anti Racist Education Lead (AREL) for 6 months in 2023, who then continued to work with a selection of schools mainly within Copeland developing their action plans and supporting their anti racism.

All schools that engaged with our AREL, Shabnam, found her guidance invaluable in identifying missteps, gaining up-to-date, research-informed information and having the benefit of a 'critical friend'. A key factor was that staff benefited from open and honest discussions about race with someone who understands the education landscape and anti-racism both from online and in-person visits.

What also became clear from this work was the requirement for it to be regular and consistent – and how necessary it is across all schools in the county. So in 2024 we are working hard to secure sufficient funding to continue further work on this essential engagement and importantly to be able to support schools, pupils and their families.

Grassroots:

Change needs to work from the top down and from the bottom up. Working with and for our communities is as important and vital as working with our leaders, major businesses and educators. And in working with our communities, not only do we need to support our Black and Brown ones, we need to challenge and support our White ones to become anti-racist too.

From supporting young people through workshops, helping them create their own anti-racist campaigns, volunteering elsewhere in our community, or simply creating spaces and events where Black and Brown people can be their authentic selves our grassroots work equips young people and communities to navigate systems and advocate for themselves giving them agency and ownership of changes they want to see happen.

Trustees' Report for the Period Ended 31 December 2023

Communication:

We educate the people of Cumbria about anti-racism through our social media platforms, website, monthly e-newsletter, events, engagement and press and media appearances. Our educational, creative visual campaigns are extremely well received – with a social reach of over 1 million.

We further educate through initiatives such as our inaugural Summit, which has sold out 3 times, regular key public facing events (online and IRL) and are commissioned as speakers and presenters for other organisations.

We are seen as the 'go to' organisation by county-wide media on racial and intersectional social justice issues, and with support from the FTE team, a strong experienced cohort of our volunteers run our social media platforms and the results are paying off with year on year growth.

Regulation & Embodiment:

At ARC all our anti racism learning with organisations is informed by wellbeing work. This means we support clients to recognise the learning we do in our minds with learning we do in our bodies and science backs this up.

Our work with Embodiment Coach and Racial Trauma practitioner Rowan Carr has influenced how we do things; both with others and with ourselves. We know it's difficult to talk about racism, there is so much fear and anxiety around just the word, let alone the consequences of it. By doing wellbeing (regulation) work it helps us to recognise how it's not only our minds but our bodies that respond to racism and that we can be better mentally and physically resourced with tools and techniques when talking about and tackling racism, enabling us to continue those conversations and lower our defences when we become uncomfortable.

This matters because it is in the moments of discomfort and challenge that we grow. We shouldn't avoid discomfort but through regulation we can learn to deal with it better.

In 2023 we updated all of our materials and workshops to include regulation work with clients, and we've trialled some new methods of engagement, such as our 'self reflective bingo cards'!

We also have regular sessions to heal from the racial trauma both Black and white bodies are subjected to and have numerous practices beyond basic wellbeing tools to enable us to continue this work. We recognise that without embodiment, the challenge of this work means ultimately we will fail. So we take it seriously and see this very much as a huge part of our self care.

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 five key 'pillars':

Trustees' Report for the Period Ended 31 December 2023

Impacting Leadership:

This year we've made huge strides - beginning in depth programmes with Cumbria Museum Consortium and Cumberland Council which sees us delivering multiple modules across several departments and teams. In 2023 Anti Racist Cumbria have carried out a first of its kind pilot scheme with Cumbria Constabulary. Demand for our services is higher than ever, so we've also been training a bank of facilitators to be able to deliver more sessions in 2024. These facilitator training days are really important, however experienced the individual is. Learning about anti-racism is one thing but facilitating conversations about it can be very challenging, for so many reasons.

We also started our programme of work with Helping Hands. Helping Hands is a new 12 month volunteering project for Cumbria, that places individual needs at the heart of the volunteering experience. Anti Racist Cumbria are one of 45 partners working with Helping Hands to improve people's access to exciting volunteer opportunities within arts and heritage organisations across Cumbria. At its heart is 1-2-1 support and volunteer opportunities shaped around their needs combined with training and support for organisations.

Transforming Education:

Our multi award-winning short animated film made using the personal experiences of Black and Brown children here in Cumbria - The Fell We Climb is now the foundation of a free educational resource for Cumbrian schools.

In partnership with Grayrigg School our Anti Racist Education Lead created bespoke keystage lesson plans and other practical resources to support screenings to pupils. Prior to accessing the lesson plans and film, teachers were required to attend free Philosophy For Children (P4C) training in critical enquiry, delivered in partnership with Cumbria Development Education Centre (CDEC) and Grayrigg School. The sessions supported teachers in how to discuss racism, in particular everyday racism, in their classrooms in a safe and age-appropriate way. This training package is the first of its kind. 70 teachers attended training and 2000+ pupils so far have seen the film!

"Thank you so much for this opportunity. We are currently an all white team and all white children and I am very grateful for the video and resources which we can incorporate into our curriculum so that we are continuing to practice anti racism throughout the year and not just as part of Black History month."

Growing Grassroots:

2023 was our first year with a Grassroots Development Worker (GRDW) in position, and a big part of this first 12 months' aim was for them to take the time to hear from and familiarise themselves with the young people already part of ARC and extend the reach to other young people in the county, hear their voices and find out from them what they want and what their issues are. As a result of this, along with Youth Worker recruitment, these key youth projects took root in 2023:

LIVING WHILST BLACK YOUTH
YOUTH ADVISORY BOARD
TIK TOK PROJECT

Youth-led projects have included art workshops and exhibitions, group mentoring sessions, outdoor adventures, visits to museums and galleries, racial trauma healing and resourcing and even creating the framework for a Youth Advisory Board to help shape our work as a charity! 61 young people were impacted by our 2023 projects and 7 freelance youth workers recruited, all Black and Brown of various ages, sexuality, gender identity and ethnic backgrounds.

Anti Racist Cumbria CIO

Trustees' Report for the Period Ended 31 December 2023

Communication:

Year on year our communications impact has been strengthened, not only through committed resource and expertise, but also through our 20 strong volunteer digital contributors and a richer 'real world' strategy which has seen ARC out and about across Cumbria in more visual and engaging ways than ever before. We've been featured in national news, regularly appeared on TV, radio and online, asked to comment on current issues and even had our well researched articles linked within pieces by The Guardian.

10,012 social followers

1,395 newsletter subscribers

1 million social reach

95% higher than channel our size

250 Cumbrian shops have ARC stickers

2 x as many of our ARC tees and hoodies out and about in Cumbria

As of December 2023, ARC are now a team of over 100 active volunteers! Without them, we would not be the organisation we have become today.

We had 68 of our brilliant volunteers at our Summit keeping things running smoothly, and teams at Solfest, Whitehaven Alive, Kendal Pride, Cumbria Pride - that's a combined footfall of over 30,000 people!

We quite literally could not do this work without them.

On Thursday 2nd November we held our third Anti Racist Cumbria Summit, in a new bigger venue - The Theatre By The Lake on the shores of Derwentwater in Keswick. Once again our equitably priced, in-person tickets sold out...by the end of September!

390 attendees in person, 30 online

45% of attendees came as representatives of businesses, local authorities, charities and organisations

47% of attendees came on full price citizen tickets

8% of citizens accessed our low/no income tickets

Regulation & Embodiment:

2023 also saw the launch of an Anti Racist Cumbria & Body Mind Soul collaboration - Living Whilst Black, which is run by our embodiment expert Rowan Carr. We recognised the need for Black and Brown people simply to have a space where they could spend time together. The Living Whilst Black (LWB) space is a free trauma informed space supporting people to become better resourced to living whilst Black. The space is for anyone who is Black or Brown (even if they use a different term to self identify such as Person of Colour or Global Majority). The group comes together once a month for 2 hours for an online zoom, and in 2024 we hope to hold the occasional one in person. There is a WhatsApp group where the group can all communicate and is there for anyone who needs to reach out for a chat or a laugh or anything. It's a space where sometimes, only those living the Black experience will get it. It's incredibly powerful, and this is a valuable space that we'll continue to cherish whilst it develops and grows to be able to reach and support more people.

Trustees' Report for the Period Ended 31 December 2023

3. FINANCIAL REVIEW

Total unrestricted funds held at 31 December 2023 amounted to £110,620.

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
Children in Need	Grassroots
Cumbria County Council	Education
Garfield Weston	N/A

Our income during the year ended 31 December 2023 was 10% higher than our forecast income, and our outgoings were 2% less than forecast. This is an improvement of 7% on last years forecasting.

Analysing our income during the year ended 31 December 2023 gives us an indication of our engagement across sectors, including funding and sponsorship as well as sales - Charity & 3rd sector is our highest at 19% with Health and social care coming in second at sector at 15%.

We've made deeper in-roads into the Arts & Culture sector and they make up 13% of our income, with Business dropping down to 13% in terms of invoicing but then picking up again with over 50% of our event sponsorship.

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

We're working towards being in a position to hold up to between 6 and 9 months in running costs for the charity to be in a more secure position. We are currently standing at between 3-4 months in reserves.

Trustees' Report for the Period Ended 31 December 2023

Risk management and Going concern

In 2023 our income sources have remained as 60% funding and 40% from paid activities e.g. conversation days and event sales. Our funding applications have a current success rate of approx. 50%, down from 60% the previous year. Our primary uncertainty is still the continuation of this level of funding income in order to be able to support the running of a full time staff team. Our 5 year plan is to increase the percentage of paid activities to make up 50% of our income and 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 05 June 2024 and signed on its behalf by:



J Fleary (Chair)
Trustee



Aneela Scott (Treasurer)
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 2023, 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
Armstrong Watson LLP

04 July 2024

Anti Racist Cumbria CIO

Statement of Financial Activities for the Period Ended 31 December 2023

		Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
	Note				
Income and endowments from:					
Donations and legacies	2	118,919	145,000	263,919	193,655
Charitable activities	3	108,215		108,215	62,705
Total income		227,134	145,000	372,134	256,360
Expenditure on:					
Charitable activities	4	185,843	145,000	330,843	229,958
Total expenditure		185,843	145,000	330,843	229,958
Net incoming resources before transfers					
		41,291	0	41,291	26,402
Transfers					
Gross transfers between funds		0	0	0	0
Net movement in funds					
		41,291	0	41,291	26,402
Reconciliation of funds					
Total funds brought forward		69,329		69,329	42,927
Net movement in funds in period		41,291		41,291	26,402
Total funds carried forward		110,620	0	110,620	69,329

The notes on pages 13 to 19 form an integral part of these financial statements

Anti Racist Cumbria CIO

Balance Sheet as at 31 December 2023

		2023		2022	
	Note	£	£	£	£
Tangible fixed assets	7		2,244		0
Current assets					
Stock	8	2,250		4,250	
Debtors	9	1,042		3,270	
Cash at bank and in hand		114,521		70,267	
		<u>117,813</u>		<u>77,787</u>	
Creditors: Due within one year	10	(9,437)		(8,458)	
Net current assets			<u>108,376</u>		<u>69,329</u>
Net assets			<u>110,620</u>		<u>69,329</u>
The funds of the charity:					
Restricted funds			0		0
Unrestricted funds			110,620		69,329
Total charity funds	13, 14		<u>110,620</u>		<u>69,329</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 4 July 2024 and signed on its behalf by:



J Fleary (Chair)
Trustee



Aneela Scott (Treasurer)
Trustee

Notes to the Financial Statements for the Period Ended 31 December 2023

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 2023

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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.

Tangible Fixed Assets and Depreciation

Tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. Depreciation is provided at rates calculated to write off the cost of the fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Computer equipment

3 years straight line

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 2023

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2	Donations and legacies	Unrestricted	Restricted	Total Funds	Total Funds
		Funds	Funds	2023	2022
		£	£	£	£
	Donations and legacies				
	Donations and sponsorships	43,500		43,500	48,655
	Grants				
	BBC CiN & National Lottery		50,000	50,000	0
	Community fund #iwill Fund Grant				
	Charity Digital	419		419	0
	Cumbria County Council		9,000	9,000	0
	Cumbria Development Education Centre		1,000	1,000	0
	Esmée Fairburn Foundation	60,000	20,000	80,000	80,000
	Garfield Weston Foundation	15,000		15,000	
	Paul Hamlyn Foundation		50,000	50,000	50,000
	The Francis C Scott Charitable Trust		15,000	15,000	15,000
		75,419	145,000	220,419	145,000
		118,919	145,000	263,919	193,655

3	Charitable activities	Unrestricted	Restricted	Total Funds	Total Funds
		Funds	Funds	2023	2022
		£	£	£	£
	Charitable activities				
	Merchandise sales	909		909	2,096
	Power hour sessions	11,831		11,831	11,830
	Conversation days	46,710		46,710	11,237
	Event sales	7,168		7,168	15,712
	Consulting and speaker fees	41,597		41,597	21,830
		108,215	0	108,215	62,705

Notes to the Financial Statements for the Period Ended 31 December 2023

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4	Expenditure	Direct costs £	Support costs £	Total 2023 £	Total 2022 £
	Purchases (adjusted for stock)	9,732		9,732	1,986
	Promoting awareness			0	900
	Event expenses	48,241		48,241	16,674
	Subcontractor costs	65,780		65,780	76,898
	Employment costs		170,204	170,204	102,260
	Staff training		660	660	388
	Travel and subsistence	1,177		1,177	2,325
	Rent		19,116	19,116	18,212
	Computer software costs		2,526	2,526	1,572
	Insurance		897	897	477
	Printing, postage and stationery	4,171		4,171	3,258
	Accountancy fees		2,600	2,600	1,845
	Independent examiner's fee		500	500	500
	Sundry expenses		4,225	4,225	2,663
	Depreciation		956	956	0
	Bank charges		19	19	0
	Other interest payable		39	39	0
		129,101	201,742	330,843	229,958

£145,000 of the above expenditure was attributable to restricted funds.

5 **Trustees' remuneration and expenses**

During the period trustees received £271 from the charity for reimbursed travel costs.

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:

	2023 No.	2022 No.
Charitable activities	4	3

The aggregate payroll costs of these persons were as follows:

	2023 £	2022 £
Wages and salaries	155,332	97,511
Employers National Insurance	11,415	2,980
Employers pension	3,457	1,769
	170,204	102,260

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

Notes to the Financial Statements for the Period Ended 31 December 2023

..... continued

7	Tangible fixed assets		
		Computer equipment	
		£	
	Cost		
	As at 1 January 2023	0	
	Additions	3,200	
	As at 31 December 2023	<u><u>3,200</u></u>	
	Depreciation		
	As at 1 January 2023	0	
	Charge for the year	956	
	As at 31 December 2023	<u><u>956</u></u>	
	Net book value		
	As at 31 December 2023	<u><u>2,244</u></u>	
	As at 31 December 2022	<u><u>0</u></u>	
8	Stock	2023	2022
		£	£
	Merchandise stock	<u><u>2,250</u></u>	<u><u>4,250</u></u>
9	Debtors	2023	2022
		£	£
	Trade debtors	<u><u>1,042</u></u>	<u><u>3,270</u></u>
10	Creditors: Due within one year	2023	2022
		£	£
	Trade creditors	1,000	6,682
	Other creditors	5,337	0
	Accruals and deferred income	3,100	1,776
		<u><u>9,437</u></u>	<u><u>8,458</u></u>
11	Controlling entity		
	The charity is controlled by the Trustees.		
12	Related party transactions		
	Other than the reimbursement of travel costs detailed in note 5, there were no related party transactions during the period.		

Notes to the Financial Statements for the Period Ended 31 December 2023

..... continued

13	Analysis of funds	At 01-Jan-23 £	Incoming resources £	Resources expended £	At 31-Dec-23 £
	General funds				
	Unrestricted income fund	69,329	227,134	(185,843)	110,620
	Restricted funds				
	Grassroots Development Staff		95,000	(95,000)	0
	BBC CiN & National Lottery		50,000	(50,000)	0
	Community fund #iwill Fund Grant				
		0	145,000	(145,000)	0
		69,329	372,134	(330,843)	110,620

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.

BBC CiN & National Lottery Community fund #iwill Fund Grant:

This funding was awarded to help us to continue to deliver projects that empower Black children and young people from Cumbria to deliver social action in their community: launching a youth led TikTok channel.

Prior period

	At 01-Jan-22 £	Incoming resources £	Resources expended £	At 31-Dec-22 £
General funds				
Unrestricted income fund		201,270	(131,941)	69,329
Restricted funds				
Animated Futures: 'The Fell we Climb'		33,017	(33,017)	0
Grassroots Development Staff		65,000	(65,000)	0
	0	98,017	(98,017)	0
	0	299,287	(229,958)	69,329

Anti Racist Cumbria CIO

Notes to the Financial Statements for the Period Ended 31 December 2023

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14	Net assets by fund	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
	Fixed assets	2,244		2,244
	Current assets	117,813		117,813
	Creditors: Due within one year	(9,437)		(9,437)
	Net assets	110,620	0	110,620

Prior period

	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