

Charity no. 1197005

Anti Racist Cumbria
Report and Unaudited Financial
Statements
31 December 2025

Anti Racist Cumbria

Reference and administrative details

For the year ended 31 December 2025

Charity number	1197005
Registered office	Suite RA01 195-197 Wood Street London Greater London E17 3NU
Trustees	The trustees who served during the year and up to the date of this report were as follows: N Anderson K Cooper J Fleary Z Houghton M S Peart A Scott Resigned 5 December 2025
Bankers	Virgin Money Jubilee House Gosforth Newcastle upon Tyne NE3 4PL
Independent examiners	Godfrey Wilson Limited Chartered accountants and statutory auditors 5th Floor Mariner House 62 Prince Street Bristol BS1 4QD

Anti Racist Cumbria

Report of the trustees

For the year ended 31 December 2025

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the Constitution and the Statement of Recommended Practice - Accounting and Reporting by Charities (effective from January 2019).

1. STRUCTURE, GOVERNANCE AND MANAGEMENT

Anti Racist Cumbria (ARC) is a Charitable Incorporated Organisation (CIO), registered with the Charity Commission (charity number 1197005) on 8 December 2021, having operated as a voluntary organisation since September 2020. During 2025, ARC continued to operate in line with its Constitution and charitable objectives, promoting equality, diversity, and racial harmony for the public benefit across Cumbria.

ARC's objectives remain:

- working towards the elimination of discrimination on the grounds of race;
- promoting knowledge and mutual understanding between different racial groups; and
- advancing education and raising awareness about different racial groups to promote good relations between persons of different racial groups.

All activities continue to be delivered with due regard to the Charity Commission's guidance on public benefit (PB1–PB3).

Trustees, Recruitment and Induction

Throughout 2025, ARC was governed by a Trustee Board of six members. Trustees continued to prioritise alignment with ARC's mission, values, and experience.

Induction in 2025 included strengthened anti-racism learning, safeguarding, and governance support in response to increasing organisational complexity and external risk.

Organisational Structure

ARC remains a CIO with trustees as its only voting members. The Board oversees strategy and holds the executive team to account. By the end of 2025, ARC employed a core staff team of 7 people: CEO, Operations Director, Community Development Director, Communications & Policy Lead, Youth Lead, Volunteer Lead and a Creative Marketing & Admin Coordinator, supported by approximately 20+ freelance facilitators, 8 freelance youth workers, and a volunteer base of over 100 people.

The organisational structure continues to support ARC's five strategic pillars:

- **Impacting Leadership**
- **Grassroots**
- **Education**
- **Communication**
- **Embodiment**

2. OBJECTIVES, ACTIVITIES AND ACHIEVEMENTS

Impacting Leadership

In 2025, ARC consolidated its reputation as a critical anti-racism partner across Cumbria and beyond. Work with local authorities, cultural institutions, and third-sector organisations focused on sustained conversations rather than one-off training. This approach continued to deepen understanding of structural racism and accountability at leadership level.

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Key 2025 highlights included:

- strengthened strategic relationships with national partners such as The Phoenix Way, Runnymede Trust, and Black Equity Organisation;
- increased engagement with consultations and policy discussions at both local and national levels; and
- development of ARC's policy and influencing work, informed by Black and Brown voices and community insight.

Transforming Education

Education remained a cornerstone of ARC's work in 2025, spanning early years, schools, FE, HE, and adult learning. While funding constraints continued to limit scale, ARC adapted delivery models and prioritised depth of impact.

Key developments in 2025 included:

- continued engagement with educators and institutions despite a challenging funding landscape;
- Anti Racist Education Lead and Strategic Support in place as funded by Westmorland & Furness Council; and
- ongoing exploration of new training offers to expand schools-based work.

Growing Grassroots

Grassroots work remained central to ARC's mission of building the UK's first anti-racist county. In 2025, ARC further embedded its focus on young people while strengthening wider community support.

Key highlights from 2025:

- appointment and embedding of a Community Development Director fixed-term role, funded by the National Lottery Community Fund;
- sustained growth of community-led spaces, including support for African and other racialised communities across Cumbria; and
- ongoing development of white allyship work, supporting white residents to have difficult conversations about racism.

These activities deepened ARC's understanding of Cumbria's varied communities and further informed its Theory of Change.

Communication

By the end of 2025, communication remained one of ARC's strongest enablers of impact. Supported by a dedicated Communications and Policy Lead and a volunteer team, ARC continued to reach wide and diverse audiences.

2025 annual highlights included:

- continued growth and engagement across social media platforms;
- sustained use of video resources, including the Microaggressions video, as educational tools nationally;
- sell out & delivery of ARC's Summit and comedy night, despite a significant downturn in business ticket sales and sponsorship; and
- data collected to prove that a substantial proportion of people first engaged with ARC through digital communications.

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Embodiment & Self-Regulation

Embodiment remained a distinctive and essential element of ARC's work throughout 2025. All programmes continued to integrate embodied education practices, supporting deeper learning and sustainability for participants.

Key 2025 highlights included:

- ongoing delivery of Living Whilst Black (LWB) peer-support spaces, supporting around 40 Black and Brown adults regularly;
- delivery of a successful, sold out, Healing retreat for Black and Brown bodies; and
- increased recognition of the importance of embodied approaches following heightened racial hostility and far-right activity.

ARC continued to prioritise care, safety, and sustainability for Black and Brown staff, members, and communities during an increasingly hostile national climate.

3. ACHIEVEMENTS AND PERFORMANCE

By the end of 2025, ARC had further strengthened its position as a trusted, values-led anti-racism organisation operating in an increasingly hostile social and political climate. Despite significant external challenges, ARC demonstrated resilience, creativity, and collective power, underpinned by what the organisation describes as *radical hope*.

Key 2025 Highlights

- **Major strategic funding secured:** ARC received a £400,000 unrestricted grant over four years from Esmée Fairbairn Foundation, significantly strengthening organisational sustainability and strategic freedom. Additional National Lottery funding enabled the creation of a fixed-term Community Development Director role, extending ARC's reach across Cumbria;
- **Heritage and public narrative influence:** As well as continued positive work with Cumbria Museum Consortium, ARC's partnership with The Rum Story developed significantly, contributing to sector-wide conversations about colonial history and public storytelling. This work received regional media coverage, including BBC Look North and BBC Radio Cumbria;
- **Community Conversations programme:** ARC launched and scaled its Community Conversations model, equipping facilitators and community partners to host brave, structured conversations about racism. These reached diverse audiences through partnerships with local councils, community centres, and CUFC;
- **Clear anti-racist solidarity and accountability:** ARC publicly responded to the Supreme Court ruling on the Equality Act, articulating the intersection of trans rights and anti-racism, and took active steps to strengthen internal learning through specialist training;
- **Step-change in education work:** With support from Westmorland & Furness Council, ARC recruited an Anti-Racist Education Lead and strategic advisor, enabling direct work with schools and providing all 160 schools in the area with access to training, resources, and ongoing support built around *The Fell We Climb*;
- **Youth work transformation:** ARC re-launched its youth offer as ARC: Youth, placing young people at the centre of design and delivery. New initiatives included Creator Lab, fortnightly youth clubs in Carlisle and Kendal, trips to London, Liverpool, and Manchester, and expanded creative opportunities linked to the Anti Racist Summit;

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- **Care, embodiment and sustainability:** ARC prioritised staff, volunteer, and community wellbeing through funded retreats, nature-based embodiment work, and the continuation of Living Whilst Black spaces, recognising care as essential infrastructure for anti-racist work;
- **Innovative community action:** ARC launched a new online racism reporting mechanism, strengthening its ability to evidence lived experience and challenge institutional responses to racism;
- **Healing and cultural repair:** ARC delivered a sold-out Healing & Cultural Repair retreat at Higham Hall, supporting Black and Brown participants through embodied practice, joy, and collective restoration;
- **Fourth Anti Racist Summit:** ARC delivered its largest and most ambitious Summit to date, marking five years of the organisation's work. The event featured nationally recognised speakers, artists, and comedians, extensive volunteer leadership, and national media coverage including *The Big Issue*; and
- **National visibility and celebration:** ARC: Youth participants were featured on BBC Children in Need, and ARC's work continued to gain national attention through mainstream and sector media.

Together, these achievements reflect ARC's capacity to deliver deep, values-led impact while holding community, care, and courage at the centre of its work.

4. RISK MANAGEMENT AND ONGOING CONCERN

ARC continues to operate within a challenging and volatile context. Key risks during 2025 included:

- political instability and the rise of far-right activity locally and nationally;
- a highly competitive and uncertain funding landscape;
- reduced earned income, with training and event sales down by approximately 80% due to cost-of-living pressures and sector cuts; and
- challenges in staff and trustee recruitment linked to the emotional demands of the work and ARC's geographic location.

ARC actively manages these risks through strategic partnerships, diversification of income where possible, ongoing evaluation, and a continued focus on unrestricted funding. Trustees consider ARC to be a going concern while recognising the need for careful financial stewardship and adaptive planning into 2026.

Reserves policy

ARC is working towards being in a position to hold up to 3 months reserves in running costs for the charity to be in a more secure position. We held an average of 2 months in reserves for 2025 which equates to minimum £80,000 of available funds, the monthly costs were an average of £40,000. As mentioned in the above notes on risk management, it's a volatile funding & sales climate for our organisation and the sector so we're reviewing our financial status month on month. However, we do have two confirmed unrestricted new funders for next year in the form of Tudor Trust who have committed £100,000 for 2026, and Legal Education Foundation who have committed £55,000 for 2026, and then £50,000 for the next 2 years thereafter. These funding wins as well as work taking part in spring of 2026 to form a new funding strategy will put us on the path towards our 3 months reserve standard.

5. FINANCIAL REVIEW

Income for 2025 has been impacted by several factors. Sales from the online modular programme were unsuccessful, leading to cancellation of its second run. As a result of late grant payments, lost or uncertain funding, and significantly reduced training and Summit ticket sales, closing income for 2025 was less than we had anticipated.

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Expenditure has broadly tracked forecasts, with variations reflecting reduced training activity, increased Summit-related costs, higher project and delivery expenses, system and CRM investment, and payroll growth from August onwards as the team expanded.

6. PLANS FOR THE FUTURE

Our financial plans for 2026 and beyond will be focused on securing more unrestricted funding. To be able to achieve this with our current resources, we have committed funds to pay for a consultant fundraising expert who will help us to build a robust funding strategy as well as helping us work towards multiple finding bids.

We do already have two new confirmed unrestricted funders in the form of Tudor Trust and Legal Education Foundation, and our relationship with existing funders remains strong. Esmee Fairbairn and Paul Hamlyn, who currently provide us with unrestricted funding, have expressed interest in supporting us further. In terms of restricted funding, we have secured a new funder in the form of Global Fund for Children, and we have held meetings with Children in Need about their new funding pots and our continued youth work with them for 2026.

We are realistic about the financial implications of the aforementioned risks that the charity faces and as such our previous goal of being at least 40% supported by our own income streams is not currently our priority. We will continue to work on offering training and consultancy to paying clients but our focus for 2026 is to secure our position for the next 3 years enabling us the resource to then re-focus our approach for sales and income outside of funds.

Statement of responsibilities of the trustees

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

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 the incoming resources and application of resources, including the net income or expenditure, of the charity for the year. In preparing those 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 accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the constitution. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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Report of the trustees

For the year ended 31 December 2025

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £nil to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Independent examiners

Godfrey Wilson Limited were re-appointed as independent examiners to the charity during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 26 March 2026 and signed on their behalf by

A handwritten signature in black ink that reads "A Scott". The letter "A" is stylized with a large loop, and "Scott" is written in a cursive-like script.

Aneela Scott - Treasurer

Independent examiner's report

To the trustees of

Anti Racist Cumbria

I report to the trustees on my examination of the accounts of Anti Racist Cumbria (the CIO) for the year ended 31 December 2025, which are set out on pages 9 to 22.

Responsibilities and basis of report

As the charity trustees of the CIO you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the CIO's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since the CIO's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

Godfrey Wilson Limited also provides payroll, bookkeeping, and consultancy services to the CIO. I confirm that as a member of the ICAEW I am subject to the FRC's Revised Ethical Standard 2016, which I have applied with respect to this engagement.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- (1) accounting records were not kept in respect of the CIO as required by section 130 of the Act; or
- (2) the accounts do not accord with those records; or
- (3) the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Jennifer Dickinson

Date: 26 March 2026

Jennifer Dickinson ACA

Member of the ICAEW

For and on behalf of:

Godfrey Wilson Limited

Chartered accountants and statutory auditors

5th Floor Mariner House

62 Prince Street

Bristol

BS1 4QD

Anti Racist Cumbria

Statement of financial activities

For the year ended 31 December 2025

	Note	Restricted £	Unrestricted £	2025 Total £	2024 Total £
Income from:					
Donations	3	-	167,616	167,616	152,231
Charitable activities	4	219,266	107,317	326,583	104,812
Other trading activities	5	-	43,464	43,464	1,405
Total income		<u>219,266</u>	<u>318,397</u>	<u>537,663</u>	<u>258,448</u>
Expenditure on:					
Raising funds		-	77,305	77,305	78,436
Charitable activities		<u>166,389</u>	<u>309,387</u>	<u>475,776</u>	<u>183,822</u>
Total expenditure	7	<u>166,389</u>	<u>386,692</u>	<u>553,081</u>	<u>262,258</u>
Net income / (expenditure) and movement in funds	8	<u>52,877</u>	<u>(68,295)</u>	<u>(15,418)</u>	<u>(3,810)</u>
Reconciliation of funds:					
Total funds brought forward		<u>16,419</u>	<u>90,391</u>	<u>106,810</u>	<u>110,620</u>
Total funds carried forward		<u><u>69,296</u></u>	<u><u>22,096</u></u>	<u><u>91,392</u></u>	<u><u>106,810</u></u>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 16 to the accounts.

Anti Racist Cumbria

Balance sheet

As at 31 December 2025

	Note	£	2025 £	2024 £
Fixed assets				
Tangible assets	11		<u>1,322</u>	<u>2,845</u>
Current assets				
Stock	12	1,391		638
Debtors	13	12,116		1,485
Cash at bank and in hand		<u>87,495</u>		<u>107,556</u>
		101,002		109,679
Liabilities				
Creditors: amounts falling due within 1 year	14	<u>(10,932)</u>		<u>(5,714)</u>
Net current assets			<u>90,070</u>	<u>103,965</u>
Net assets	15		<u>91,392</u>	<u>106,810</u>
Funds	16			
Restricted funds			69,296	16,419
Unrestricted funds				
General funds			<u>22,096</u>	<u>90,391</u>
Total charity funds			<u>91,392</u>	<u>106,810</u>

Approved by the trustees on 26 March 2026 and signed on their behalf by



Aneela Scott - Treasurer

Anti Racist Cumbria

Statement of cash flows

For the year ended 31 December 2025

	2025 £	2024 £
Cash used in operating activities:		
Net movement in funds	(15,418)	(3,810)
Adjustments for:		
Depreciation charges	1,523	1,097
(Increase) / decrease in stock	(753)	1,611
Increase in debtors	(10,631)	(443)
Increase / (decrease) in creditors	<u>5,218</u>	<u>(3,722)</u>
Net cash used in operating activities	<u>(20,061)</u>	<u>(5,267)</u>
Cash flows from investing activities:		
Purchase of tangible fixed assets	<u>-</u>	<u>(1,698)</u>
Net cash used in investing activities	<u>-</u>	<u>(1,698)</u>
Decrease in cash and cash equivalents in the year	(20,061)	(6,965)
Cash and cash equivalents at the beginning of the year	<u>107,556</u>	<u>114,521</u>
Cash and cash equivalents at the end of the year	<u>87,495</u>	<u>107,556</u>

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

Anti Racist Cumbria

Notes to the financial statements

For the year ended 31 December 2025

1. Accounting policies

a) General information and basis of preparation

Anti Racist Cumbria is an charitable incorporated organisation registered in England and Wales. The registered office address is Suite RA01, 195-197 Wood Street, London, Greater London, E17 3NU.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Anti Racist Cumbria meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity will continue as a going concern. The trustees recognise that general reserves are currently below the level set out in the reserves policy, however, they do not consider this to give rise to a material uncertainty regarding the charity's ability to continue as a going concern. Accordingly, the trustees are satisfied that there are no material uncertainties that would cast significant doubt on the charity's ability to continue in operation.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from the government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of provision of contracted services is deferred until criteria for income recognition are met.

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Anti Racist Cumbria

Notes to the financial statements

For the year ended 31 December 2025

1. Accounting policies (continued)

e) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

f) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

g) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities based on the proportion of staff cost as follows:

	2025	2024
Raising funds	14.0%	30.0%
Charitable activities	86.0%	70.0%

h) Tangible fixed assets

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Computer equipment	3 years straight line
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Items of equipment are capitalised where the purchase price exceeds £500.

i) Stock

Stock is included at the lower of cost or net realisable value. Donated items of stock are recognised at fair value which is the amount the charity would have been willing to pay for the items on the open market.

j) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Notes to the financial statements

For the year ended 31 December 2025

1. Accounting policies (continued)

k) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

l) Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

m) Financial instruments

The trust only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.

n) Pension costs

The charity operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA.

o) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are depreciation as described in note (h) above.

Anti Racist Cumbria

Notes to the financial statements

For the year ended 31 December 2025

2. Prior period comparatives: statement of financial activities

	Restricted £	Unrestricted £	Restated 2024 Total £
Income from:			
Donations	-	152,231	152,231
Charitable activities	35,125	69,687	104,812
Other trading activities	-	1,405	1,405
Total income	35,125	223,323	258,448
Expenditure on:			
Raising funds	-	78,436	78,436
Charitable activities	18,706	165,116	183,822
Total expenditure	18,706	243,552	262,258
Net income / (expenditure) and net movement in funds	16,419	(20,229)	(3,810)

Prior period comparative statement of financial activities has been restated to correct a casting error in the prior year accounts. There is no impact to funds.

3. Income from donations

	2025 Total £	2024 Total £
Donations	21,616	13,861
Grants	146,000	138,370
Total income from donations	167,616	152,231

All income from donations in the current and prior year was unrestricted.

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Notes to the financial statements

For the year ended 31 December 2025

4. Income from charitable activities

	Restricted £	Unrestricted £	2025 Total £
Grants	210,818	-	210,818
The Phoenix Way project	-	50,402	50,402
Consulting and speaker fees	-	44,699	44,699
The Phoenix Way North East and Cumbria project	8,448	-	8,448
Conversation days	-	7,688	7,688
ARC modular programme	-	4,116	4,116
Power hour sessions	-	412	412
Total income from charitable activities	219,266	107,317	326,583

Prior period comparative:

	Restricted £	Unrestricted £	2024 Total £
Grants	35,125	-	35,125
Consulting and speaker fees	-	28,767	28,767
Conversation days	-	22,290	22,290
The Phoenix Way project	-	11,472	11,472
ARC modular programme	-	5,308	5,308
Power hour sessions	-	1,850	1,850
Total income from charitable activities	35,125	69,687	104,812

5. Income from other trading activities

	2025 Total £	2024 Total £
Event sales	26,529	1,405
Event sponsorship	15,800	-
Merchandise sales	1,135	-
Total income from other trading	43,464	1,405

All income from other trading activities in the current and prior year was unrestricted.

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Notes to the financial statements

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6. Government grants

The charity receives government grants, defined as funding from Cumberland Council, Westmorland and Furness Council, and the National Lottery Community Fund to fund charitable activities. The total value of such grants in the period ending 31 December 2025 was £154,444 (2024: £Nil). There are no unfulfilled conditions or contingencies attaching to these grants in the period.

7. Total expenditure

	Raising funds £	Charitable activities £	Support and governance £	2025 Total £
Employment costs (note 9)	45,952	97,455	95,688	239,095
Subcontractor costs	-	12,373	79,510	91,883
The Phoenix Way North East and Cumbria Project	-	74,910	-	74,910
Event expenses	-	73,685	-	73,685
Travel and subsistence	-	6,217	22,467	28,684
Rent	-	-	11,433	11,433
Merchandise costs	-	7,516	-	7,516
Promoting awareness	-	6,879	-	6,879
Computer software costs	-	-	4,895	4,895
Staff training	-	4,141	-	4,141
Independent examiner's fee	-	-	2,790	2,790
Accountancy fees	-	-	2,777	2,777
Depreciation	-	-	1,523	1,523
Sundry expenses	-	-	1,250	1,250
Insurance	-	-	908	908
Bank charges	-	-	600	600
Printing postage and stationery	-	-	112	112
Sub-total	45,952	283,176	223,953	553,081
Allocation of support and governance costs	<u>31,353</u>	<u>192,600</u>	<u>(223,953)</u>	<u>-</u>
Total expenditure	<u>77,305</u>	<u>475,776</u>	<u>-</u>	<u>553,081</u>

Total governance costs were £4,240 (2024: £3,503)

Anti Racist Cumbria

Notes to the financial statements

For the year ended 31 December 2025

7. Total expenditure (continued)

Prior period comparative

	Raising funds £	Charitable activities £	Support and governance £	2024 Total £
Employment costs (note 9)	38,392	44,693	67,935	151,020
Subcontractor costs	-	21,620	36,048	57,668
Event expenses	-	11,159	-	11,159
Travel and subsistence	-	2,662	7,746	10,408
Rent	-	-	8,527	8,527
Promoting awareness	-	5,148	-	5,148
Merchandise costs	-	5,105	-	5,105
Accountancy fees	-	-	3,339	3,339
Sundry expenses	-	-	2,944	2,944
Computer software costs	-	-	2,626	2,626
Independent examiner's fee	-	-	1,750	1,750
Depreciation	-	-	1,097	1,097
Insurance	-	-	960	960
Other interest payable	-	-	344	344
Printing postage and stationery	-	-	121	121
Bank charges	-	-	42	42
Sub-total	38,392	90,387	133,479	262,258
Allocation of support and governance costs	40,044	93,435	(133,479)	-
Total expenditure	78,436	183,822	-	262,258

Anti Racist Cumbria

Notes to the financial statements

For the year ended 31 December 2025

8. Net movement in funds

This is stated after charging:

	2025 £	2024 £
Depreciation	1,523	1,097
Trustees' remuneration	Nil	Nil
Trustees' reimbursed expenses	Nil	Nil
Independent examiner's remuneration:		
▪ Independent examiner's remuneration (excluding VAT)	2,325	1,750
▪ Other services (excluding VAT)	1,208	1,169

In common with other charities of our size and nature we use our Independent Examiners to assist with the preparation of the financial statements. Our Independent Examiners have also provided payroll, bookkeeping, and consultancy services to the charity during the year.

9. Staff costs and numbers

Staff costs were as follows:

	2025 £	2024 £
Salaries and wages	217,026	136,795
Social security costs	16,771	11,318
Pension costs	5,298	2,907
	239,095	151,020

No employee earned more than £60,000 during the year.

The key management personnel of the charity comprise the Trustees, Chief Executive Officer, and Director of Operations. The total employee benefits of the key management personnel were £103,802 (2024: £98,895).

	2025 No.	2024 No.
Average head count	5	3

10. Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Anti Racist Cumbria

Notes to the financial statements

For the year ended 31 December 2025

11. Tangible fixed assets

	Computer Equipment £
Cost	
At 1 January 2025 and 31 December 2025	<u>4,898</u>
Depreciation	
At 1 January 2025	2,053
Charge for the year	<u>1,523</u>
At 31 December 2025	<u>3,576</u>
Net book value	
At 31 December 2025	<u><u>1,322</u></u>
At 31 December 2024	<u><u>2,845</u></u>

12. Stock

	2025 £	2024 £
Merchandise	<u>1,391</u>	<u>638</u>

13. Debtors

	2025 £	2024 £
Trade debtors	8,941	1,485
Other debtors	<u>3,175</u>	<u>-</u>
	<u><u>12,116</u></u>	<u><u>1,485</u></u>

14. Creditors: amounts falling due within 1 year

	2025 £	2024 £
Trade creditors	6,676	900
Accruals	3,790	2,100
Other creditors	<u>466</u>	<u>2,714</u>
	<u><u>10,932</u></u>	<u><u>5,714</u></u>

Anti Racist Cumbria

Notes to the financial statements

For the year ended 31 December 2025

15. Analysis of net assets between funds

	Restricted funds £	General funds £	Total funds £
Tangible fixed assets	-	1,322	1,322
Current assets	69,296	31,706	101,002
Current liabilities	-	(10,932)	(10,932)
Net assets at 31 December 2025	69,296	22,096	91,392

Prior year comparative

	Restricted funds £	General funds £	Total £
Tangible fixed assets	-	2,845	2,845
Current assets	16,419	93,260	109,679
Current liabilities	-	(5,714)	(5,714)
Net assets at 31 December 2024	16,419	90,391	106,810

16. Movements in funds

	At 1 January 2025 £	Income £	Expenditure £	At 31 December 2025 £
Restricted funds				
Francis C Scott Foundation	13,044	15,000	(27,495)	549
Cumbria Community Foundation - technology fund	3,375	1,984	(5,359)	-
Cumbria Community Foundation - youth work fund	-	18,140	(4,633)	13,507
National Lottery Community Fund	-	100,000	(75,134)	24,866
Westmorland & Furness Council	-	42,000	(20,499)	21,501
Children in Need	-	21,250	(16,667)	4,583
Cumberland Council	-	12,444	(8,154)	4,290
The Phoenix Way North East and Cumbria project	-	8,448	(8,448)	-
Total restricted funds	16,419	219,266	(166,389)	69,296
Total unrestricted funds	90,391	318,397	(386,692)	22,096
Total funds	106,810	537,663	(553,081)	91,392

Anti Racist Cumbria

Notes to the financial statements

For the year ended 31 December 2025

16. Movements in funds (continued)

Purposes of restricted funds

Francis C Scott Foundation	Funding for Grass Roots youth specific projects.
Cumbria Community Foundation - technology fund	Bedrock Fund for Beacon CRM system & OWL meeting systems, to help with remote working and Firbus tech fund for iPads and accessories for youth club use.
Cumbria Community Foundation - youth work fund	Better Tomorrows Fund specifically for youth work.
National Lottery Community Fund	Project pilot for community work.
Westmorland & Furness Council	Salary for an Anti Racist Education Lead.
Children in Need	Funding and contributions towards youth projects and activities.
Cumberland Council	UK Shared Prosperity Fund for volunteer support and operational costs.
The Phoenix Way North East and Cumbria project	Funding to support staff costs during the set up of The Phoenix Way North East and Cumbria.

Prior year comparative

	At 1 January 2024 £	Income £	Expenditure £	At 31 December 2024 £
Restricted funds				
Lake District Foundation	-	2,000	(2,000)	-
Children in Need	-	10,625	(10,625)	-
Francis C	-	17,500	(4,456)	13,044
Cumbria	-	5,000	(1,625)	3,375
Total restricted funds	-	35,125	(18,706)	16,419
Total unrestricted funds	110,620	223,323	(243,552)	90,391
Total funds	110,620	258,448	(262,258)	106,810

17. Related party transactions

There were no related party transactions in the current or prior period.

Jennifer Dickinson ACA
Godfrey Wilson Limited
Chartered Accountants & Statutory Auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

26 March 2026

Dear Jennifer,

Letter of Representations on the Financial Statements for the Year Ended 31 December 2025

We confirm that the following representations are made on the basis of enquiries of the trustees, management and staff with relevant knowledge and experience (and, where appropriate, of inspection of supporting documentation) sufficient to satisfy ourselves that we can properly make each of the following representations to you:

1. We have fulfilled our responsibilities as trustees, as set out in the terms of your engagement letter dated 5 December 2025, under the Charities Act 2011 for preparing financial statements, in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

We confirm that in our opinion the financial statements give a true and fair view and in particular that where any additional information must be disclosed in order to give a true and fair view that information has in fact been disclosed. We confirm that the selection and application of the accounting policies used in the preparation of the financial statements are appropriate, and we approve these accounts for the year ended 31 December 2025.

2. We confirm that all accounting records have been made available to you for the purpose of your examination, in accordance with your terms of engagement, and that all the transactions undertaken by the charity have been properly reflected and recorded in the accounting records. All other records and related information, including minutes of all management, trustees' and members' meetings, have been made available to you. We have given you unrestricted access to persons within the charity in order to obtain evidence and have provided any additional information that you have requested for the purposes of your examination.
3. We confirm the charity has satisfactory title to all assets and there are no liens or encumbrances on the assets, except for those disclosed in the financial statements.
4. We confirm that significant assumptions used by us in making accounting estimates, including those measured at fair value, are reasonable. We confirm that we have no plans or intentions that may materially alter the carrying value and where relevant the fair value measurements or classification of assets and liabilities reflected in the financial statements.
5. We confirm that the charity has no liabilities or contingent liabilities other than those disclosed in the financial statements.
6. We confirm that all known actual or possible litigation and claims whose effects should be considered when preparing the financial statements have been disclosed to you and accounted for and disclosed in accordance with the applicable financial reporting framework.

7. We confirm that there have been no events since the balance sheet date which require disclosing or which would materially affect the amounts in the financial statements, other than those already disclosed or included in the financial statements.
8. We confirm that we are aware that a related party of the charity is a person or organisation which either (directly or indirectly) controls, has joint control of, or significantly influences the charity or vice versa and as a result will include: trustees, other key management, close family and other business interests of the previous. We confirm that all related party relationships and transactions have been accounted for and disclosed in accordance with the applicable financial reporting framework.
9. We confirm that the charity neither had, at any time during the year, any arrangement, transaction or agreement to provide credit facilities (including advances and credits granted by the charity) for trustees, nor provided guarantees of any kind on behalf of the trustees except as disclosed in the financial statements.
10. We confirm that the charity has not contracted for any capital expenditure other than as disclosed in the financial statements.
11. We confirm that the charity has complied with all aspects of contractual agreements that could have a material effect on the financial statements in the event of non-compliance.
12. We confirm that we are not aware of any possible or actual instance of non-compliance with those laws and regulations which provide a legal framework within which the charity conducts its activities and which are central to the charity's ability to conduct its activities, except as explained to you and as disclosed in the financial statements.
13. We acknowledge our responsibility for the design, implementation and maintenance of internal controls to prevent and detect fraud. We confirm that we have disclosed to you the results of our risk assessment of the risk of fraud in the organisation. There have been no deficiencies in internal control of which we are aware.
14. We confirm that there have been no actual or suspected instances of fraud involving trustees, management or employees who have a significant role in internal control or that could have a material effect on the financial statements. We also confirm that we are not aware of any allegations of fraud by trustees, former trustees, employees, former employees, regulators or others.
15. We confirm that, in our opinion, the charity's financial statements should be prepared on the going concern basis on the grounds that current and future sources of funding or support will be more than adequate for the charity's needs. In reaching this conclusion, we have taken into account all relevant matters of which we are aware, and have considered a period of at least one year from the date on which the financial statements will be approved.
16. We confirm that in our opinion the effects of uncorrected misstatements are immaterial, both individually and in aggregate, to the financial statements as a whole.
17. We confirm that we are not aware of any matters of material significance that should be reported to regulators. We confirm that all correspondence with the Charity Commission has been made available to you.

18. We confirm that all grants, donations and other income, including those subject to special terms or conditions or received for restricted purposes, have been notified to you. There have been no breaches of terms or conditions during the period regarding the application of such income.

Yours sincerely

A handwritten signature in black ink that reads "Aneela Scott". The signature is written in a cursive style, with the first letter of each word being capitalized and prominent.

Aneela Scott - Treasurer
For and on behalf of the trustees of Anti Racist Cumbria