

**REGISTERED COMPANY NUMBER: 05018604 (England and Wales)**  
**REGISTERED CHARITY NUMBER: 1104642**

**Report of the Trustees and  
Unaudited Financial Statements  
for the Year Ended 31 March 2021  
for  
Dorset Race Equality Council**

Ward Goodman  
4 Cedar Park  
Cobham Road  
Ferndown Industrial Estate  
Wimborne  
Dorset  
BH21 7SF

**Dorset Race Equality Council**

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for the Year Ended 31 March 2021**

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**Report of the Trustees  
for the Year Ended 31 March 2021**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of 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).

**OBJECTIVES AND ACTIVITIES**

**Objectives and aims**

Dorset Race Equality Council (DREC) is a community-based organisation that has been at the forefront of race equality in Dorset since the 1990s. We aim to eliminate racial discrimination and promote shared values of peace, responsibility, and harmony.

Our work involves supporting victims of racism by advising, supporting, and representing victims of racial harassment, religious offences, racial violence, and discrimination. Dorset Race Equality Council is unique in that it is the sole Dorset based body providing race specific advice and advocacy.

We work in partnership with other voluntary organisations in support of ethnic minority communities aiding them to address their needs and aspirations. Dorset REC develops campaigns and strategies to influence public opinion, legislation, practices, and procedures in favour of racial equality.

We strive to improve the quality of life for all by building stronger, safer, and sustainable communities in a respectful way and developing a society where diversity is valued.

**Significant activities**

The global pandemic of Covid 19 continued to affect our activities all through to March 2021 but the charity was impacted by the death of George Floyd in America and by the development of the Black Lives Matter Movement. Financially, the charity benefited from those 2 events in terms of donations and in terms of the amount of training we delivered. More people became aware of the injustice faced by people from different ethnic backgrounds and wanted to contribute and support us with donations. Others wanted to be more educated and commissioned us to deliver some training for them. The charity also continued to apply for grants from various funders to develop projects around inequalities of access to services. Despite the fact that the charity had to change a lot of its services due to the inability to meet in person and the reluctance of our members to meet with others, it adapted well to the increased demand of training and of one to one support.

The trustees are confident that the charity is a going concern.

**Public benefit**

In planning our activities for the year, we kept in mind the charity commission guidance on public benefit.

**Report of the Trustees  
for the Year Ended 31 March 2021**

**ACHIEVEMENT AND PERFORMANCE**

**Charitable activities**

**Aim 1: Ensure that ethnic minority individuals and communities feel empowered to challenge racism and discrimination and have access to support and information**

In the year, we continued to offer free information, advice, guidance, advocacy, and support in cases of race or religious based discrimination. DREC opened 26 new cases involving racial or religious discrimination in employment, housing, education, crime and justice, health and social care, consumer rights.

20 cases were within BCP council area, 5 from Dorset and 1 from out of area (incident involved Dorset Police).

Of these cases, 10 are still open with 1 open case remaining from 2019.

Of the 16 closed cases, the average time a case was live was approx. 6 months. However, the range is from 1 week to 11 months. Some of the open cases have now been ongoing for up to 17 months and the 2019 case has been open for over 2 years. Depending on complexity, the actual time a caseworker spends on an individual case is so varied that no meaningful average could be obtained.

We were unable to continue our role of being a third-party reporting centre as we were on lockdown for most of the year. However, we did report to the police and local authority some leaflets against Gypsy, Roma and Traveller encampments when the lockdown was eased later on in the Summer.

We have continued being an active member of Prejudice Free Dorset and have continued meeting regularly online. We lead on the PFD Communication sub-group and are member of 5 out of 7 sub-groups. We attended all the meetings of the main partnership and lead on the sub-group meetings. As part of the Communication sub-groups, we developed a series of online messages that featured on the PFD social media during Hate Crime week. We also supported and took part in the delivery of 2 out of 3 training sessions on third party reporting centres.

We have embedded the policies and procedures developed for the Quality Advice Standards Accreditation. We were re-assessed on the 17th February 2021 and re-accredited with the AQS standards.

Due to the success of the Access to Justice project with Citizen Advice Central Dorset, we were asked to apply for some more funding from Access to Justice Foundation through the Ministry of Justice to deliver the Legal Support for Litigant In Person project. We were successful and started working on this project at the end of November 2020. Our discrimination case worker transferred smoothly to this new project in January 2021.

**Aim 2: Promote the celebration of ethnic, cultural, and religious diversity in Dorset and strengthen local ethnic minority organisations**

This aim was hugely affected by the pandemic, as no events or face to face contact could happen when in lockdown.

When the lockdown started, we were very concerned that the ethnic minority communities we serve had easy access to all the relevant and useful information. We straight away created a dedicated page on our website about Covid 19 and shared on it all the information we received from our statutory partners.

We knew that access to food and medication would not be an issue for most of the ethnic minority communities, as we knew people would support each other. We decided to conduct a "needs assessment" to check on all the groups we had on our directory (36 of them) and asked them how they were getting on, did they understand the guidance, did they have access to food and medication and what their issues were. We conducted this assessment in April 2020 and produced a report with recommendations that was sent to all partners in May 2020.

We were straight away invited to be part of the Together We Can Emergency response at Bournemouth, Christchurch and Poole Council but it took us a few weeks and the publication of the report to be part of the Dorset Community response.

We organised online zoom meetings to reassure and support community members who were affected by George Floyd's killing over the Summer and supported individuals who wanted to take part in protests.

**Report of the Trustees  
for the Year Ended 31 March 2021**

We were able to attend some events as and when the lockdown eased i.e. Roma Holocaust Memorial Day Commemoration on the 2nd August 2020 but we supported some of our groups to organise their event online. We facilitated through our Zoom account the Bournemouth and Poole Holocaust Memorial Day on the 24th January 2021 and had over 60 people attending, as well as 2 school events for the Holocaust commemoration.

In October 2020, we celebrated Black History Month by posting every single day on our social media facts about Black History. This culminated by a quiz that took place on the 27th Oct on Zoom. All the answers of the quiz were posted during the month. We offered some prizes to the winners of the quiz.

We took part in a project called Local Lockdown Life to encourage people to document their life during the lockdown. The entries were put on the Poole Museum gallery website.

We supported a newly formed group called the BME Youth Platform and introduced them to a few other partners including the Dorset Wildlife Trust that enabled them to do some activities for their young people on Brownsea Island.

We supported an individual member of the Muslim community to access some funding through the Dorset Community Foundation to deliver culturally friendly food to the most vulnerable people within the ethnic minority communities.

We were successful in getting £20,000 in funding from the UK Community Foundation to support the ethnic minority communities. £10,000 were dedicated for our fund raiser to work with 10 structured ethnic minority groups and apply for funding on their behalf. Our fund raiser managed to support 9 groups in total and 6 of them were successful in getting funding from Dorset Community Foundation. The other £10,000 was distributed in smaller grants of £1,000 to enable less structured groups to put some activities on: the Indian Association and the Chinese school were able to put their event online due to the grant allocated to them. The Rwandan and Filipino communities helped vulnerable people in their communities with the money.

We ran, in partnership with the Friendly Food Club, a project creating and delivering Ethnic Cook Boxes to up to 12 vulnerable families for 4 weeks within the following communities: Middle eastern, Black African, Eastern European and gypsy, Roma and Traveller communities.

We delivered 3 sessions of the Forum for Equality and Diversity for Dorset and attended 3 meetings of the Gypsy, Roma and Traveller Forum for Dorset online. Those meetings were successful and well attended.

**Aim 3: To work towards making public, private and voluntary organisations in Dorset fully representative of and responsive to the ethnic, cultural and religious diversity of the population**

During the year, we delivered 23 sessions of Unconscious Bias and Discrimination training to a range of statutory and voluntary organisations. We trained in excess of 500 members of staff from those organisations. We were also asked to deliver a session on Unconscious Bias and Discrimination at the Public Law project South West Conference that took place in January 2021.

We delivered 2 sessions to support staff in understanding the issues around Black Live Matters: Dorset Mind and the Chatterbox group from YMCA.

We facilitated the contribution of ethnic minority communities in the following consultation exercises:

- Dorset Council Equality Diversity and Inclusion Strategy
- Dorset Police Domestic Abuse Strategy
- Dorset Clinical Commissioning Group Mental Health and Integrated Community Care Review

We organised and led the following events on behalf of our partners:

- 4 BME Police Consultation Groups on various topics
- 3 Fora for Equality & Diversity in Dorset on behalf of Dorset Council

**Report of the Trustees  
for the Year Ended 31 March 2021**

We did a lot of work with Dorset Clinical Commissioning Group and our Community Health Ambassadors Network. We were commissioned to organise 4 meetings a year but because of the pandemic, we decided to meet every single week with our Community Health Ambassadors to discuss the health messages and guidance around Covid and assess how those messages were received and complied with. We realised that certain community groups did not understand the national guidance, as their English skills were either basic or they were confused with the information they received from their respective countries of origins. We listened to all our Community Health Ambassadors and developed targeted campaigns to ensure the information was being understood. For example, we knew that a lot of members of the gypsy, Roma and Traveller Communities would not understand the national guidance due to the fact that many of them do not read or write. We asked our leaders to do some very short videos to spread the main messages. Those videos were produced and edited by Dorset CCG and they were posted on social media by community leaders to ensure most people would have access to them. These were extremely well received and successful in avoiding the spread of Covid on traveller sites.

The Community Health Ambassadors were also instrumental in the take up of the Covid vaccination by members of the various ethnic minority communities in Dorset. Meeting every week enabled the CCG to understand what the barriers for people from different ethnic backgrounds to have the vaccine were. There were a lot of fears and misconceptions about the new vaccine and a lot of people were reluctant to be vaccinated. However, because of all the communications and listening we did, Dorset managed to get 73% of people from different ethnic backgrounds have their first dose of the vaccine, which was recognised by NHS England as a best practice example of partnership between CCG and community members.

We worked in partnership with Dorset Healthcare, Dorset Mental Health Forum, Mosaic, Cruze, Dorset CCG, Dorset Mind, Dorset Carer Support to create a new service called Open Door to support people who are bereaved by suicide or Covid (tragic death).

We were asked to be part of the Better Life Strategic Stakeholder Group (review of Dorset Adult and Social Care Services) and we contributed to all meetings.

We contributed to meetings of the Black South-West Network (Race Equality Action Group).

We attended all the meetings of the EUSS Civil Society Alliance and reported on issues faced by residents in Dorset at national level.

We were approached by a Consultancy Firm "Ten Years Time" that had been commissioned by the Talbot Village Trust to review their priorities for the future. We were asked to deliver a session on Equality and Diversity and to raise awareness of local issues. This was well received.

We attended the meetings of the Prevent Partnership Board.

We attended and contributed to 3 sessions of the Stop and Search Scrutiny Panel on behalf of the Police and Crime Commissioner.

We were successful in being granted project funding grants:

- EUSS funding from the Home Office via Bournemouth, Christchurch & Poole Citizens Advice came to an end at the end of March 2020 but was re-instated in October 2020
- Garfield Weston Foundation £10,000
- National Lottery Corona virus community fund £14,750 to deliver the Ethnic cook Boxes project
- UK Community Foundation Fund: £20,000
- Dorset Community Foundation Corona Virus Emergency Fund: £ 5,000 on behalf of sister Tama

**Report of the Trustees  
for the Year Ended 31 March 2021**

**FINANCIAL REVIEW**

**Financial position**

In the year 2020/2021, we received £38,735 in grants and contracts and £122,930 through projects and activity funds.

Our total income was £164,582, which was an increase of £53,132 on the previous year. For full detail of the income, please see notes 2 and 3 of the accounts.

Our total expenditure was £163,133, which was an increase of £37,000 on the previous year. Most of the expenditure is made of staff costs representing a value of £109,773 compared to £92,302 the previous year.

The net income amounted to £1,449 which increased from the funds held as at 1st April 2020 to give net funds of £77,570 as at the 31st March 2021.

**Reserves policy**

This is the policy of the charity to maintain unrestricted funds, which are free of reserves of the charity.

The trustee board have analysed the strategic, business and operational risks that the charity faces and confirm that systems have been established to enable regular reports to be produced so that necessary steps can be taken if any risks arise.

We aim to keep minimum reserves of at least 3 months costs of the charity. For 2021 this would be £40,783 (2020 - £28,759). As you can see from our reserves we are carrying more than adequate reserves to continue the day to day running of the charity.

Therefore, the net funds at the 31st March 2021 are considered available and adequate to meet the charity's needs for the forthcoming 12 months, in conjunction with anticipated core funding from local authorities and other providers in the year ahead. Arrangements have been made with local authorities for service level agreement to 31st March 2022.

The charitable company has free reserves of £22,914 as at 31 March 2021 (2020 - £22,651). The Trustees consider this level of reserves to be sufficient to deliver charitable objectives for the next twelve months. Free reserves are calculated by deducting fixed assets from the unrestricted (and undesignated) reserves held at the year-end.

**FUTURE PLANS**

**Future plans:**

- Continue to support our ethnic minority community groups and especially in the time of recovery from Covid
- Develop our capacity and expertise in terms of being able to take some of our cases to court
- Continue to develop strategic partnerships with various partners to write joint bids and deliver joint projects
- Continue to work closely with Dorset Police and other agencies to provide timely support to victims of hate incidents
- Increase our capacity to deliver more training sessions on Unconscious bias and inclusive organisation to develop our income generating
- Continue to apply for funding and diversify our funding
- Stabilise the leadership of the organisation with recruitment of more trustees

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing document**

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The organisation is a charitable company limited by guarantee, incorporated on the 19th January 2004, and registered as a charity on the 30th June 2004. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.00.

The company is a successor organisation of Dorset Race Equality Council registered as a charity on 24th October 2000 and took over its activities in 2004.

**Report of the Trustees  
for the Year Ended 31 March 2021**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Recruitment and appointment of new trustees**

The directors of the company are also charity trustees for the purpose of the charity law. In addition, the directors have the power to co-opt other executive committee members to serve on the management committee, as detailed on page 1.

The relevant community and social skills are well represented on the management committee. In an effort to maintain the broad skills mix, members of the management committee are requested to provide a list of their skills (and update their skills every year) and in the event of particular skills being lost due to retirements, individuals are approached to offer themselves for election to the management committee.

**Induction and training of new trustees**

Most trustees are already familiar with the practical work of the charity.

Additionally, new trustees are invited and encouraged to attend a training session to familiarise themselves with the charity and the context in which it operates. This covers the Essential Guide for Trustees from the Charity Commission which contains the following sections:

- The obligations of the trustees.
- The main documents which set out the operational framework for the charity including the Memorandum and Articles.
- Resourcing the current financial position as set out in the latest accounts.
- Future plans and objectives

Each member of the board of trustees receives the Essential Guide for Trustees for their own reference as well as the Memorandum of Association, the Articles of Association, and the latest financial statements.

**Staff changes:**

In terms of staffing, we welcomed back to the team Jane Jones who had taken a year off in January 2021. We were supported by Paula Odopoza who was a student at Bournemouth University who did a work placement with us from September to December 2020.

We said goodbye to Gary Head in January 2021. Gary stood down from his role as a Chair of the Board of Trustees but also as his role as a trustee for work commitments reasons.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Company number**

05018604 (England and Wales)

**Registered Charity number**

1104642

**Registered office**

Boscombe Link  
3 - 5 Palmerston Road  
Boscombe  
Bournemouth  
Dorset  
BH1 4HN



**Report of the Trustees  
for the Year Ended 31 March 2021**

**Trustees**

Miss P H Batstone  
G R Boyd  
Ms M Elkotory  
G N Head (resigned 6.1.21)  
B Kawai  
Ms K E Packman  
Ms K Garcia  
Ms A Khatwa (resigned 6.4.21)  
I Gwinn (appointed 6.4.21)  
Ms L Haig (appointed 6.4.21)  
K Heap (appointed 6.4.21)  
A Bangboye (appointed 6.4.21)

**Independent Examiner**

Ward Goodman  
4 Cedar Park  
Cobham Road  
Ferndown Industrial Estate  
Wimborne  
Dorset  
BH21 7SF

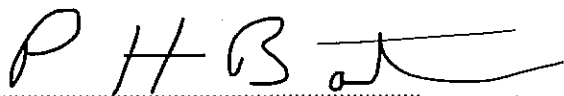
**Solicitors**

Lester Aldridge  
Russell House  
Oxford House  
Bournemouth  
BH8 8EX

**Bankers**

The Cooperative Bank  
Po Box 250 Delf House  
Skermerdale  
WN8 6WT

Approved by order of the board of trustees on 10.12.21 and signed on its behalf by:



Miss P H Batstone - Trustee

**Independent Examiner's Report to the Trustees of  
Dorset Race Equality Council**

**Independent examiner's report to the trustees of Dorset Race Equality Council ('the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2021.

**Responsibilities and basis of report**

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

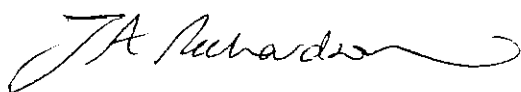
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

**Independent examiner's statement**

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.



Miss J Richardson ACA FCCA DChA  
Ward Goodman  
4 Cedar Park  
Cobham Road  
Ferndown Industrial Estate  
Wimborne  
Dorset  
BH21 7SF

Date: 11<sup>th</sup> December 2021

**Dorset Race Equality Council**

**Statement of Financial Activities  
for the Year Ended 31 March 2021**

	Notes	Unrestricted fund £	Restricted funds £	2021 Total funds £	2020 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	2	2,888	-	2,888	36
<b>Charitable activities</b>	3				
Charitable activity		16,250	145,415	161,665	111,329
Other income		29	-	29	85
<b>Total</b>		<u>19,167</u>	<u>145,415</u>	<u>164,582</u>	<u>111,450</u>
<b>EXPENDITURE ON</b>					
Raising funds		250	-	250	-
<b>Charitable activities</b>	4				
Charitable activity		18,360	144,523	162,883	126,133
<b>Total</b>		<u>18,610</u>	<u>144,523</u>	<u>163,133</u>	<u>126,133</u>
<b>NET INCOME/(EXPENDITURE)</b>		<u>557</u>	<u>892</u>	<u>1,449</u>	<u>(14,683)</u>
<b>RECONCILIATION OF FUNDS</b>					
<b>Total funds brought forward</b>		22,784	53,337	76,121	90,804
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>23,341</u></u>	<u><u>54,229</u></u>	<u><u>77,570</u></u>	<u><u>76,121</u></u>

The notes form part of these financial statements

**Dorset Race Equality Council (Registered number: 05018604)**

**Balance Sheet  
31 March 2021**

	Notes	Unrestricted fund £	Restricted funds £	2021 Total funds £	2020 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	11	427	-	427	133
<b>CURRENT ASSETS</b>					
Debtors	12	3,920	-	3,920	3,974
Cash at bank		24,811	54,229	79,040	77,743
		<u>28,731</u>	<u>54,229</u>	<u>82,960</u>	<u>81,717</u>
<b>CREDITORS</b>					
Amounts falling due within one year	13	(5,817)	-	(5,817)	(5,729)
<b>NET CURRENT ASSETS</b>		<u>22,914</u>	<u>54,229</u>	<u>77,143</u>	<u>75,988</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>23,341</u>	<u>54,229</u>	<u>77,570</u>	<u>76,121</u>
<b>NET ASSETS</b>		<u>23,341</u>	<u>54,229</u>	<u>77,570</u>	<u>76,121</u>
<b>FUNDS</b>	14				
Unrestricted funds				23,341	22,784
Restricted funds				54,229	53,337
<b>TOTAL FUNDS</b>				<u>77,570</u>	<u>76,121</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on .....16/12/21..... and were signed on its behalf by:



P H Batstone - Trustee

The notes form part of these financial statements

## **Dorset Race Equality Council**

### **Notes to the Financial Statements for the Year Ended 31 March 2021**

#### **1. ACCOUNTING POLICIES**

##### **Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

##### **Income**

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Government grants shall be recognised in profit or loss on a systematic basis over the periods in which the entity recognises as expenses the related costs for which the grants are intended to compensate.

##### **Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

##### **Tangible fixed assets**

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- Straight line over 5 years
Computer equipment	- Straight line over 3 years

##### **Taxation**

The charity is exempt from corporation tax on its charitable activities.

##### **Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

##### **Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

##### **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.

##### **Cash at Bank and in hand**

Cash at bank and 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.

# **Dorset Race Equality Council**

## **Notes to the Financial Statements - continued for the Year Ended 31 March 2021**

### **1. ACCOUNTING POLICIES - continued**

#### **Creditors**

Creditors 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.

### **2. DONATIONS AND LEGACIES**

	2021 £	2020 £
Donations	2,888	36

### **3. INCOME FROM CHARITABLE ACTIVITIES**

	2021 £	2020 £
Grants	38,735	90,549
Projects	116,680	17,180
Training income	6,250	3,600
	<u>161,665</u>	<u>111,329</u>

### **4. CHARITABLE ACTIVITIES COSTS**

	Direct Costs (see note 5) £	Support costs (see note 6) £	Totals £
Charitable activity	146,756	16,127	162,883

### **5. DIRECT COSTS OF CHARITABLE ACTIVITIES**

	2021 £	2020 £
Staff costs	109,773	92,302
Advertising	120	360
Training costs	402	408
Travel	73	3,837
Hall hire & conference	200	24
Community activities	25,068	3,461
Grants and bids	9,620	6,387
Volunteer/translator expenses	-	39
Quality Assurance	1,500	-
	<u>146,756</u>	<u>106,818</u>

**Dorset Race Equality Council**

**Notes to the Financial Statements - continued  
for the Year Ended 31 March 2021**

**6. SUPPORT COSTS**

	Other £	Governance costs £	Totals £
Charitable activity	9,832	6,295	16,127
	<u>9,832</u>	<u>6,295</u>	<u>16,127</u>

**7. NET INCOME/(EXPENDITURE)**

Net income/(expenditure) is stated after charging/(crediting):

	2021 £	2020 £
Independent examiners remun	2,130	2,040
Depreciation - owned assets	171	615
	<u>2,130</u>	<u>2,040</u>
	<u>171</u>	<u>615</u>

**8. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

**Trustees' expenses**

Trustees were reimbursed for out of pocket expenses in the year of £nil (2020: £141).

**9. STAFF COSTS**

	2021 £	2020 £
Wages and salaries	103,499	88,186
Social security costs	3,975	648
Other pension costs	2,299	3,468
	<u>109,773</u>	<u>92,302</u>

The average monthly number of employees during the year was as follows:

	2021	2020
Chief officer	1	1
Administration and support	4	4
	<u>5</u>	<u>5</u>

No employees received emoluments in excess of £60,000.

Key Management Personnel received remuneration in the year totalling £37,609 (2020: £30,038).

**Dorset Race Equality Council**

**Notes to the Financial Statements - continued  
for the Year Ended 31 March 2021**

**10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted fund £	Restricted funds £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	34	2	36
<b>Charitable activities</b>			
Charitable activity	6,455	104,874	111,329
Other income	85	-	85
<b>Total</b>	<u>6,574</u>	<u>104,876</u>	<u>111,450</u>
<b>EXPENDITURE ON</b>			
<b>Charitable activities</b>			
Charitable activity	18,359	107,774	126,133
<b>NET INCOME/(EXPENDITURE)</b>	<u>(11,785)</u>	<u>(2,898)</u>	<u>(14,683)</u>
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	34,569	56,235	90,804
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u><u>22,784</u></u>	<u><u>53,337</u></u>	<u><u>76,121</u></u>

**11. TANGIBLE FIXED ASSETS**

	Fixtures and fittings £	Computer equipment £	Totals £
<b>COST</b>			
At 1 April 2020	4,676	6,073	10,749
Additions	-	465	465
Disposals	<u>(4,676)</u>	<u>(3,476)</u>	<u>(8,152)</u>
At 31 March 2021	<u>-</u>	<u>3,062</u>	<u>3,062</u>
<b>DEPRECIATION</b>			
At 1 April 2020	4,676	5,940	10,616
Charge for year	-	171	171
Eliminated on disposal	<u>(4,676)</u>	<u>(3,476)</u>	<u>(8,152)</u>
At 31 March 2021	<u>-</u>	<u>2,635</u>	<u>2,635</u>
<b>NET BOOK VALUE</b>			
At 31 March 2021	<u><u>-</u></u>	<u><u>427</u></u>	<u><u>427</u></u>
At 31 March 2020	<u><u>-</u></u>	<u><u>133</u></u>	<u><u>133</u></u>



**Dorset Race Equality Council**

**Notes to the Financial Statements - continued  
for the Year Ended 31 March 2021**

**12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2021	2020
	£	£
Trade debtors	620	-
Other debtors	-	347
Prepayments and accrued income	3,300	3,627
	<u>3,920</u>	<u>3,974</u>

**13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2021	2020
	£	£
Trade creditors	560	1,445
Social security and other taxes	2,085	1,941
Other creditors	696	303
Accrued expenses	2,476	2,040
	<u>5,817</u>	<u>5,729</u>

**14. MOVEMENT IN FUNDS**

	At 1.4.20	Net movement in funds	Transfers between funds	At 31.3.21
	£	£	£	£
<b>Unrestricted funds</b>				
General fund	22,784	557	-	23,341
<b>Restricted funds</b>				
Advice & information	41,528	1,651	744	43,923
Healthwatch Dorset	1,788	-	(1,788)	-
Connecting Advice in Dorset	2,366	(164)	(2,202)	-
Communities against cancer	7,655	(2,252)	-	5,403
Dorset Council (FED)	-	1,291	-	1,291
Citizens Advice BCP	-	2,057	-	2,057
Dorset Community Foundation	-	(1,805)	1,805	-
Life Changing Choices	-	(1,152)	1,152	-
National Lottery Community Fund	-	1,555	-	1,555
UK Community Foundation	-	(289)	289	-
	<u>53,337</u>	<u>892</u>	<u>-</u>	<u>54,229</u>
<b>TOTAL FUNDS</b>	<u>76,121</u>	<u>1,449</u>	<u>-</u>	<u>77,570</u>

**Dorset Race Equality Council**

**Notes to the Financial Statements - continued  
for the Year Ended 31 March 2021**

**14. MOVEMENT IN FUNDS - continued**

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	19,167	(18,610)	557
<b>Restricted funds</b>			
Advice & information	64,601	(62,950)	1,651
Connecting Advice in Dorset	-	(164)	(164)
Communities against cancer	-	(2,252)	(2,252)
Dorset Council (FED)	3,844	(2,553)	1,291
Access to Justice	21,957	(21,957)	-
Citizens Advice BCP	10,103	(8,046)	2,057
Dorset Community Foundation	5,000	(6,805)	(1,805)
Life Changing Choices	1,100	(2,252)	(1,152)
National Lottery Community Fund	14,721	(13,166)	1,555
UK Community Foundation	20,000	(20,289)	(289)
Legal Support for Litigants in Person(LSLIP) Project	4,089	(4,089)	-
	<u>145,415</u>	<u>(144,523)</u>	<u>892</u>
<b>TOTAL FUNDS</b>	<u>164,582</u>	<u>(163,133)</u>	<u>1,449</u>

**Comparatives for movement in funds**

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.20 £
<b>Unrestricted funds</b>				
General fund	34,569	(11,785)	-	22,784
<b>Restricted funds</b>				
Advice & information	52,402	28,620	(39,494)	41,528
Healthwatch Dorset	1,788	-	-	1,788
Connecting Advice in Dorset	1,773	593	-	2,366
Woman's Vote Centenary	309	(8,591)	8,282	-
Active Dorset	(476)	(2,690)	3,166	-
Dorset Community Innovation Fund	439	(12,259)	11,820	-
Many Faiths	-	(2,475)	2,475	-
EUSS	-	(6,527)	6,527	-
Communities against cancer	-	7,655	-	7,655
Dorset Council (FED)	-	(1,781)	1,781	-
Face Forward	-	(1,816)	1,816	-
Access to Justice	-	(3,627)	3,627	-
	<u>56,235</u>	<u>(2,898)</u>	<u>-</u>	<u>53,337</u>
<b>TOTAL FUNDS</b>	<u>90,804</u>	<u>(14,683)</u>	<u>-</u>	<u>76,121</u>

**Dorset Race Equality Council**

**Notes to the Financial Statements - continued  
for the Year Ended 31 March 2021**

**14. MOVEMENT IN FUNDS - continued**

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	6,574	(18,359)	(11,785)
<b>Restricted funds</b>			
Advice & information	61,015	(32,395)	28,620
Connecting Advice in Dorset	4,499	(3,906)	593
Woman's Vote Centenary	-	(8,591)	(8,591)
Active Dorset	7,160	(9,850)	(2,690)
Dorset Community Innovation Fund	6,457	(18,716)	(12,259)
Many Faiths	1,432	(3,907)	(2,475)
EUSS	10,035	(16,562)	(6,527)
Communities against cancer	10,000	(2,345)	7,655
Dorset Council (FED)	3,844	(5,625)	(1,781)
Face Forward	434	(2,250)	(1,816)
Access to Justice	-	(3,627)	(3,627)
	<u>104,876</u>	<u>(107,774)</u>	<u>(2,898)</u>
<b>TOTAL FUNDS</b>	<u>111,450</u>	<u>(126,133)</u>	<u>(14,683)</u>

# Dorset Race Equality Council

## Notes to the Financial Statements - continued for the Year Ended 31 March 2021

### 14. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
<b>Unrestricted funds</b>				
General fund	34,569	(11,228)	-	23,341
<b>Restricted funds</b>				
Advice & information	52,402	30,271	(38,750)	43,923
Healthwatch Dorset	1,788	-	(1,788)	-
Connecting Advice in Dorset	1,773	429	(2,202)	-
Woman's Vote Centenary	309	(8,591)	8,282	-
Active Dorset	(476)	(2,690)	3,166	-
Dorset Community Innovation Fund	439	(12,259)	11,820	-
Many Faiths	-	(2,475)	2,475	-
EUSS	-	(6,527)	6,527	-
Communities against cancer	-	5,403	-	5,403
Dorset Council (FED)	-	(490)	1,781	1,291
Face Forward	-	(1,816)	1,816	-
Access to Justice	-	(3,627)	3,627	-
Citizens Advice BCP	-	2,057	-	2,057
Dorset Community Foundation	-	(1,805)	1,805	-
Life Changing Choices	-	(1,152)	1,152	-
National Lottery Community Fund	-	1,555	-	1,555
UK Community Foundation	-	(289)	289	-
	<u>56,235</u>	<u>(2,006)</u>	<u>-</u>	<u>54,229</u>
<b>TOTAL FUNDS</b>	<u>90,804</u>	<u>(13,234)</u>	<u>-</u>	<u>77,570</u>

# Dorset Race Equality Council

## Notes to the Financial Statements - continued for the Year Ended 31 March 2021

### 14. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	25,741	(36,969)	(11,228)
<b>Restricted funds</b>			
Advice & information	125,616	(95,345)	30,271
Connecting Advice in Dorset	4,499	(4,070)	429
Woman's Vote Centenary	-	(8,591)	(8,591)
Active Dorset	7,160	(9,850)	(2,690)
Dorset Community Innovation Fund	6,457	(18,716)	(12,259)
Many Faiths	1,432	(3,907)	(2,475)
EUSS	10,035	(16,562)	(6,527)
Communities against cancer	10,000	(4,597)	5,403
Dorset Council (FED)	7,688	(8,178)	(490)
Face Forward	434	(2,250)	(1,816)
Access to Justice	21,957	(25,584)	(3,627)
Citizens Advice BCP	10,103	(8,046)	2,057
Dorset Community Foundation	5,000	(6,805)	(1,805)
Life Changing Choices	1,100	(2,252)	(1,152)
National Lottery Community Fund	14,721	(13,166)	1,555
UK Community Foundation	20,000	(20,289)	(289)
Legal Support for Litigants in Person (LSLIP) Project	4,089	(4,089)	-
	<u>250,291</u>	<u>(252,297)</u>	<u>(2,006)</u>
<b>TOTAL FUNDS</b>	<u>276,032</u>	<u>(289,266)</u>	<u>(13,234)</u>

#### FED

Funding to provide insight and advice on equality and diversity issues with Dorset.

#### Face Forward

Grant funding received to work on the Building Better Opportunities Programme.

#### Advice & Information

Grant income to continue to ensure that ethnic minority individuals and communities in Dorset feel empowered to challenge racism and discrimination.

#### EUSS

Grant funding to help with the European Union Settlement Scheme.

#### Connecting Advice in Dorset

Grant income to continue to ensure that ethnic minority individuals in Dorset feel empowered to challenge discrimination.

#### Communities against cancer

Grant funding to work with local multicultural networks in order to work raise awareness about cancer.

#### Dorset Community Innovation Fund

Grant income in order to organise MULTICULTURAL MEET-UPS across Dorset and bring people from different ethnic backgrounds together.

## **Dorset Race Equality Council**

### **Notes to the Financial Statements - continued for the Year Ended 31 March 2021**

#### **14. MOVEMENT IN FUNDS - continued**

##### **Many Faiths**

Grant funding in order to educate on ethnic, cultural and religious diversity.

##### **Healthwatch Dorset**

Grant funding to help raise awareness and improving health support in the community.

##### **Women's Vote Centenary**

Grant funding to help raise awareness in the community.

##### **Active Dorset**

Grant funding to work with partners to increase the numbers of people that are supported to become physically active.

##### **Access to Justice**

Grant funding to work with partners to ensure that everyone has access to the legal system. A partnership within the Central Dorset Citizens Advice was formed in the financial year of 31 March 2021.

##### **Citizens Advice BCP**

The european settlement scheme in partnership with BCP to identify and engage with the most vulnerable european communities to make sure they submit their application.

##### **Dorset Community Foundation**

Funding received on behalf of one of the community members to support the most vulnerable members in the community with food. Money is held on their behalf.

##### **Life Changing Choices**

Funding received on behalf of an individual who is a member of the travelling community who is running a non-contact kickboxing club for the local community. Money is held on his behalf.

##### **National Lottery Community Fund**

A partnership bid with the friendly foot club to delivery ethnic cook boxes to vulnerable families in 4 local communities.

##### **UK Community Foundation**

Funding received to support our community groups to apply for funding.

##### **Legal Support for Litigants in Person (LSLIP) Project**

The aim of this project is to improve access to general and specialist support for potential litigants in person, who are experiencing issues in Race Discrimination, Employment, Family Matters or Housing.

##### **Transfers between funds**

A transfer of funds between the restricted funds have been performed to cover the overspend on the restricted funds which have had extra wages costs allocated during the year.

**Dorset Race Equality Council**

**Notes to the Financial Statements - continued  
for the Year Ended 31 March 2021**

**15. RELATED PARTY DISCLOSURES**

Trustees were reimbursed for out of pocket expenses in the year of £nil (2020: £141).