



Hertfordshire Equality Council

Annual Review

2021 to 2022

Charity Registration Number: 1151523
Company Registration Number: 07894495



Trustees' report for the year ended 31 March 2022

Financial Statements

The Trustees present their review and financial statements for the year ended 31 March 2022.

Reference and Administrative Information

Hertfordshire Equality Council (HEC) is administered by Board of Trustees (Directors) they are referred to throughout this report as Trustees.

Trustees

Kate Belinis DL (Chair)
Terry Silke (Company Secretary)
Errol John
Jane Dellow
Josie O'Donnell
Dr. Sham Qayyum
Andy Gregg

Charity No 1151523

Company Number 07894495

Registered Office Hertfordshire Equality Council
C/o CDA Herts
Unit 2 Mead Lane Industrial Estate
Merchant Drive
Hertford
SG13 7BH

Bankers Co-Operative Bank PLC
PO Box 250
Skelmersdale
WN6 6WT



Structure, governance, and management

Herts Equality Council is a Charity registered with the Charity Commissioners, Charity No 1151523 and a Company Limited by Guarantee, Company No.07894495 has no share capital and is governed by the Memorandum and Articles of Association signed on 4 February 2011.

The policy and general management are directed by the Trustee Board which meets every 6 weeks. The Trustees follow the seven principles set out in The Charity Governance Code.

Objectives and activities

The promotion of equality, diversity, and inclusion for the public benefit in the local government area of Hertfordshire and its surroundings by:

- the elimination of discrimination on the grounds of race, gender, disability, age, sexual orientation and religion or belief.
- advancing education and raising awareness in equality and diversity.
- promoting activities to foster understanding between people from diverse backgrounds.

Essentially, it is about nurturing positive relationships between different groups who reside in Hertfordshire. We will help explore the gaps in understanding wider groups and to look at innovative ways to promote community integration and representation in ways that take account of diversity and population change.

The Board acts with integrity, adopting values and creating a culture to achieve its charitable purposes. The Board confirm it is aware of the importance of the public's confidence and trust in the Charity and Trustees undertake duties accordingly. The Board is confident that the Charity's work, as described in this report, meets the public benefit requirement.



Achievements

This year we have:

- Continued to develop a Business and Strategy Plan.
- Established an Advisory Group to engage with disadvantaged groups with a view to bring fresh thoughts and ideas to our agenda on addressing disadvantages within Hertfordshire.
- Reviewed the Government's "Response to Race and Ethnic Disparity Report" and concluded the Report laid blame on the Black Asian Minority Ethnic (BAME) communities.
- Secured capacity building funding as part of the Covid Recovery BAME county wide project
- Engaged with funders: Herts County Council, District Councils and BAME organisations to discuss the report published following the funding provided by National Lottery Community Fund.
- Trustees continued to sit on both local and national CPS panels

Hate Crime Partnership Board (HCPB) – we remain an active member and attended quarterly meetings. Following the April launch of the Hertfordshire Hate Crime Strategy 2021 – 2026, we helped to shape the delivery plan. Contributing by attending community focussed workshops and meeting with police officers from the Office of the Police and Crime Commissioner, Hertfordshire Constabulary and County Community Safety Unit to take forward recommendations of the Race and Religious Hate Crime Scrutiny into the Hate Crime Partnership Board delivery plan.

We attended Hertfordshire's Hate Crime Awareness and Third-Party reporting and Hate Crime Champions' training and Hate Crime Scrutiny meeting to review hate crime cases and provide Hertfordshire Constabulary with feedback and learning opportunities.

Health - we remain concerned about health and inequalities which Covid-19 pandemic highlighted. We undertook two projects relating to the effect of Covid -19 following the work and report published following, the UKCF funded project to identify the impact of Covid-19 on Hertfordshire's BAME communities. Firstly, Watford and Three Rivers' Trust commissioned a similar report focused on the Watford and Three Rivers areas of Hertfordshire again a



report on the findings was published. Secondly, a joint project working with CDA Herts as part of the NHS Charities Trust project on Covid 19 Recovery for BAME communities. Generally, the impact of Covid-19 has been quite devastating for the protected communities in Hertfordshire as families and friends struggled to manage the available information and available services. This fact coupled with the mistrust of government sources and the state of the economy all were an added contribution to poorer mental health and the wider social detriments of health inequalities.

Crown Prosecution Service (CPS) - we continued to work closely with CPS, one of our Trustees represents us on the Thames Valley Regional Scrutiny Panel and provides an opportunity to raise issues with the Thames Valley Chief Prosecutor. Plus, another Trustee works with Central CPS.

Future Plans for 2022 to 2023 – as a volunteer led charity our capacity but not our spirit has hampered our availability to contribute to the now numerous forums and networks that have “popped up” since the pandemic. The data is there and now for the health and non-health professionals to put all their energies to do some active listening and hearing the stories. We will

- reach and engage with grassroots and volunteer led groups to enable them to voice their issues and how health inequalities are impacting on their lives under our Equal Herts agenda
- subject to overcoming the limited success in earlier years and subject to the Charity’s limited HR and an apparent lack of interested people to renew efforts to increase capacity with the recruitment of Communications and Marketing officer, Community and Engagement Manager and specialist Trustees to expand the skills and experiences of the Board
- agree on two protected groups and to support them in our advocacy role through Advisory Groups
- continue discussions with public and voluntary sectors on a new infrastructure/support group as highlighted in our UKCF Infrastructure report
- raise the voice of the Hertfordshire Communities through our membership of the HCPB and continue to refine the Hate Crime delivery plan to serve the needs of communities and thereby work to encourage these communities to greater involvement in hate crime issues



Risk management

The Trustees and Trustee Board conduct regular reviews of the major risks to which the Charity is exposed. Where appropriate, systems or procedures have been established to mitigate the risks the Charity faces. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, Trustees and volunteers.

Financial review

The examiner's report forms part of our annual review.

Future plans

- **Secure more longer-term resources** – our future over the next two years will depend on securing sustainable funding and this will be our priority in 2022 to 2023.
- **Use of IT and social media** – Using IT and particularly social media has not been one of our strong points but going forward we know that this has to change in order for us to engage more effectively with the community.

Statement of Trustees' responsibilities

The Trustees, are responsible for preparing the Trustees' Report and the accounts in accordance with SORP and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company Law requires the Trustees to prepare accounts 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, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, 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; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the accounts comply with the Companies Act 2006. They 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.

For and on behalf of the Trustees

A handwritten signature in black ink, appearing to read 'Kate Belinis'.

Kate Belinis DL
Chair of Board of Trustees

Note: The Charity has no restricted or endowment funds. The Company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not required the Company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006.

The Directors acknowledge their responsibilities for:

- a) ensuring that the Company keeps accounting records which comply with Section 386 of the Companies Act 2006; and
- b) preparing financial statements which give a true and fair view of the state of affairs of the Company as at the end of each financial year and of its profit or loss for each financial year in accordance with the requirements of Section 396 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the Company.



These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

ON BEHALF OF THE BOARD:

A handwritten signature in black ink, appearing to read "Kate Belinis", is positioned below the text "ON BEHALF OF THE BOARD:". The signature is fluid and cursive.

Kate Belinis DL
Chair of Board

Approved by the Board on 25 January 2023

Hertfordshire Equality Council

Accounts 2021/22

Balance Sheet as at 31 March 2022

	Total Funds 2021/22	Total Funds 2020/21
	£	£
Fixed Assets:		
Intangible Assets	-	-
Tangible Assets	-	-
Investments	-	-
Total Fixed Assets	-	-
Current Assets:		
Stocks	-	-
Debtors	-	-
Investments	-	-
Cash at bank and in hand	27,030.00	36,359.00
Total Current Assets	27,030.00	36,359.00
Liabilities:		
Creditors: Amounts falling due within one year: Accruals	3,850.00	3,850.00
Net Current Assets or Liabilities	23,180.00	32,509.00
Total Assets less Current Liabilities	23,180.00	32,509.00
Creditors: Amounts falling due after more than one year		
Provision for liabilities	-	-
Total Net Assets or Liabilities	23,180.00	32,509.00
The Funds of the Charity:		
Restricted Income Funds	13,750.00	6,875.00
Unrestricted Funds	9,430.00	25,634.00
Reserves		
Total Charity Funds	23,180.00	32,509.00

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**Hertfordshire Equality Council
Accounts 2021/22**

Combined Statement of Financial Activities and Income and Expenditure Accounts for the year ended 31 March 2022

	Unrestricted Funds 2021/22	Restricted Funds 2021/22	Total Funds 2021/22	Unrestricted Funds 2020/21	Restricted Funds 2020/21
Income and Endowments from:					
Donation and Legacies	1,050.00	-	1,050.00	33,886.00	-
Charitable Activities	-	6,875.00	6,875.00	-	6,875.00
Investments	-	-	-	-	-
Other	-	-	-	-	-
Total Income	1,050.00	6,875.00	7,925.00	33,886.00	6,875.00
Expenditure on:					
Raising Funds					
Charitable Activities	4,572.00	-	4,572.00	24,632.00	-
Other	12,682.00	-	12,682.00	3,989.00	-
Total Expenditure	17,254.00	-	17,254.00	28,621.00	-
Net Income /(Expenditure)	-	6,875.00	9,329.00	5,265.00	6,875.00
Transfer between funds	-	-	-	-	-
Net Movement in Funds	-	6,875.00	9,329.00	5,265.00	6,875.00
Reconciliation of Funds:					
Total Funds Brought Forward	25,634.00	6,875.00	32,509.00	20,369.00	-
Total Funds Carried Forward	9,430.00	13,750.00	23,180.00	25,634.00	6,875.00

**Total Funds
2020/21**

33,886.00
6,875.00

-

-
40,761.00

-
24,632.00
-
3,989.00
-
28,621.00

12,140.00

-

12,140.00

20,369.00
32,509.00