



Racial Harassment Forum Brighton & Hove (RHF)
Trustees Annual Report for January 2024

Dear Members and respected Guests – Welcome to RHF AGM 2024

Racial Harassment Forum Brighton and Hove (RHF) is a registered charity that specifically addresses the safety needs of Black, Asian, Minority Ethnic (BAME) and faith communities who experience fear and hate incidents that are racially and religiously motivated. RHF provides advice, assistance and support to people impacted by hate incidents and to promote prevention of hate crime.

1. The Main Activities of the Charity

• RHF community supporter and Outreach Service:

When the RHF Community Supporter role was created, it intended to respond to the needs of local people who found themselves in difficult and/or distressing situations. The support provided: advice, liaison with agencies to help with reporting and follow up.

The officer made referrals to partner organisations as required to ensure clients receive adequate support. The community supporter gets referrals from TPRC and walk-ins who they support in dealing with their incidents by filling in forms and attending meetings. They also do outreach work by attending events to inform the community of the support available.

As well as providing feedback to the local authorities, such as Sussex Police, Brighton & Hove City Council (BHCC) and Housing Associations by keeping them informed of the local communities' needs which will continue to support the

implementation of strategic and effective responses to Black Asian and minority ethnic (BAME) communities.

- **Third Party Reporting Centre (TPRC)**

Over the past years, a tremendous amount of effort has been put towards the awareness of the Third Party Reporting Centre (TPRC) service. RHF has been in constant contact with BHCC, as the main funder and has successfully secured funding up to 31st March 2024.

The charity attended meetings, events, and vigils over the years to build awareness of the service. The trustees and employees would meet regularly to discuss the strategic implication of the success of the service.

We have been successful in recruiting volunteers for the TPRC from the universities, the refugee community, and diverse communities.

People who have worked with TPRC have gained skills that they have taken forward into permanent employment.

Currently we are looking at providing volunteer opportunities for the homeless community to help them to gain skills that can get them into employment.

A working group continued to meet monthly with BHCC and Sussex Police. RHF Trustees attended the working group meetings and made valuable contributions to raise awareness of the concerns within the community by sharing insight through their lived experiences and knowledge of the barriers that prevent marginalised communities from reporting hate incidents. Trustees aimed to offer an improved service and a safe place as an alternative to police reporting.

- **Contributing to Community Meetings to provide support for more Inclusion and Equality**

RHF continues to regularly attend the BHCC's Anti Racism Community Advisory Groups (CAG) and the Anti Racist Education strategy meetings.

RHF are also on the Excessive use of force panel for Sussex police to provide feedback on real life scenarios and current issues.

Brighton and Hove Bus company have continued to support RHF by providing Bus passes for the charity. This year they raised money for the local charities via the Santa Bus scheme which RHF had the privilege of volunteering for and was also one of the recipients awarded from the fund.

2. Main Achievements of the Charity in the past year

- **Parent Peer Pilot Completed**

The parents' distress and wanting more agency to address hate incidents for their children in schools motivated RHF to start this pilot project. We wish to equip parents to deal confidently and effectively with the schools and teachers; find a peer support network to feel less alone and become empowered volunteers with more agency in our organisation. RHF applied for the National Lottery Community Fund and received the grant for a pilot project.

The parent Peer project was successfully completed in July 2023. The report was received by RHF and the funder was informed. The funder was so pleased about the completion of the project, they offered RHF the opportunity to apply for funding on a bigger scale.

- **Third Party Reporting Centre (TPRC)**

The TPRC is an alternative to reporting to the Police or the Local Authority that aims to offer an improved service to people experiencing hate incidents. The reporting may be done by calling 01273 234017 or 07563389482; through walk-ins and emailing rhftprc@gmail.com to the TPRC confidential office are very welcome. The TPRC is open Mondays, Tuesdays and Thursdays 10am to 5pm. The address is at Community Base, 113 Queens Road BN1 3XG. Our promise is that people will be listened to and taken seriously.

Report hate incidents in
a confidential safe space.

We will listen to you and take you seriously.

- **Website is developed.**

Racial Harassment Forum has developed its website to better engage with the public and have up to date and easily accessible information online. Please find the link to the website below:

<https://rhfbandh.org.uk/>

3. Challenges over the Year

staff dismissals/ appeals
employee complaints
employment tribunal

RHF trustees, who are all volunteers, either working full time or in full time education, have always worked very hard to support the BME communities, in which many are really embedded. However, 2023, has been a very challenging year regarding staff. RHF is still dealing with the challenges with trust and confidence. We hope that the situation is dealt with the best outcomes for all, in 2024.

4. Future Vision

- **Employing staff:**

We have recruited for the position of **Community Supporter** who is working 2 days per week and are looking to recruit a further person as a part time **Coordinator and Admin Officer**.

- **Developing a Range Policies to Achieve Good Governance**

RHF has developed a range of policies that will ensure good governance which are available on our website. In this framework, Trustees will undergo training on good governance, and we aim to update this training on a regular basis to ensure the efficient management of funds, staff, and risk management. To complete the training requested by the funders we are in contact with Community Works, Resource centre and TDC.

- **Confirming funding and sustainability for employees**

Sustainability for employees has always been part of our vision. the trustees are always engaged to secure funding for staffing.

This year, RHF has seen a significant staff turnover and we are looking at how we can have a more resilient and sustainable model moving forward to ensure we can get good quality staff and retain them long-term. We have in partnership with BHCC had to look at adjusting funds considering these staff changes but look to continue working with BHCC and our other funders to continue our work supporting Black and racialised minorities in the city.

1. Financial Review

Core Funding (BHCC)
TPRC (BHCC and Sussex police)
Parent peer Pilot (National Lottery Community Fund)
Brighton and Hove Bus company Santa Bus Scheme.

- **Further Information**

- Independent Examiner: The Resource Centre, Brighton & Hove
- Governance, HR, and finance training: Community Works, The resource centre and TDC.

5. **Structure, Governance and Management**

Our governing document is a Constitution of a Charitable Incorporated Organisation with voting members other than its charity trustees.

b) At every [subsequent] annual general meeting of the members of the CIO, one-third of the charity trustees shall retire from office. If the number of charity trustees is not three or a multiple of three, then the number nearest to one-third shall retire from office, but if there is only one charity trustee, he or she shall retire;

6. **Name of the Charity Trustees who manage the Charity**

- Mahir Chowdhury
- Asmat Roe
- Mishruna Kibria
- Hakan Akilli
- Dr Anusree Biswas Sasidharan
- Luqman Onikosi

1. **Reference and Administrative Details**

The Racial Harassment Forum Brighton & Hove (RHF)

Registered Charity: 1194527

BMECP Centre
10A Fleet Street
Brighton
BN1 4ZE

7. **Declaration**

Trustees declare that they have approved the trustees report above.

Signed on behalf of the charity's trustees.

Signature: 

Full names: Mahir Chowdhury

Position: Chair

Date: 30th January 2024

Racial Harassment Forum, Brighton & Hove (RHF) CIO

Accounts from 1st April 2022 to 31st March 2023

Registered charity: 1194527

Charity correspondent: Mahir Chowdhury
B M E C P Centre
10a Fleet Street
Brighton
BN1 4ZE

These accounts have been prepared on the Receipts and Payments basis from information and explanations supplied by the charity.



Kate Chapman
Resource Centre
6 Tilbury Place
Brighton BN2 0GY
10th October 2023

These accounts have been approved by the Trustees of the charity.

Signed by one or two Trustees on behalf of all the Trustees

1. Hakeem Akili  Treasurer
2. M. Chowdhury 

Date 30/1/2024

Racial Harassment Forum, Brighton & Hove (RHF) CIO

Charity number 1194527

Statement of Financial Activities from 1st April 2022 to 31st March 2023

Summary receipts and payments

Receipts			2023
	restricted	unrestricted	total
Donations, grants and legacies	3,333	11,040	14,373
Income from charitable activities	45	160	205
Total Receipts	3,378	11,200	14,578
Payments			
Expenditure on charitable activities	19,131	37,482	56,614
Expenditure on raising funds	-	-	-
Total Payments	19,131	37,482	56,614
Net receipts (payments) for the period	(15,753)	(26,282)	(42,035)
Balance of funds at 1st April 2022	34,926	39,970	74,896
Transfer of funds from Brighton & Hove Racial Harassment Forum	-	-	-
Balance of funds at 31st March 2023	19,173	13,688	32,861

Note: additions may vary by +/- £1 due to rounding

Racial Harassment Forum, Brighton & Hove (RHF) CIO

Charity number 1194527

Receipts and Payments from 1st April 2022 to 31st March 2023

Receipts	2023			2022		
	restricted	unrestricted	total	restricted	unrestricted	total
Donations, grants and legacies						
Brighton and Hove City Council, Collaboration Fund	-	-	-	-	43,000	43,000
Brighton and Hove City Council Third Sector Commission	-	11,000	11,000	-	-	-
Brighton and Hove City Council (re Third Party Reporting Centre)	-	-	-	25,724	-	25,724
National Lottery Community Fund (re Peer Parent Pilot)	-	-	-	9,435	-	9,435
Sussex Police (re Third Party Reporting Centre)	3,333	-	3,333	-	-	-
Trust for Developing Communities (re Community Voices Project)	-	-	-	-	1,500	1,500
Donations	-	40	40	-	2,771	2,771
Income from charitable activities						
Fees for translation services	-	-	-	-	500	500
Fees for advisory group attendance	-	-	-	-	240	240
Rainbow Hub re publicity costs	45	-	45	-	-	-
Unaccounted (Brighton and Hove City Council)	-	160	160	-	-	-
Total Receipts	3,378	11,200	14,578	35,159	48,011	83,170
Payments				restricted	unrestricted	2022 total
Expenditure on charitable activities						
Advocacy and outreach freelancer wages	-	-	-	-	5,076	5,076
Administration and project management freelancer wages	-	-	-	-	10,867	10,867
Trust for Developing Communities	-	-	-	-	2,163	2,163
Salaries	13,744	31,235	44,979	-	-	-
Payroll	-	540	540	-	-	-
Office rent	-	3,275	3,275	-	2,800	2,800
Community Base rent	4,361	-	4,361	-	-	-
Venue hire (other)	48	82	130	-	-	-
Office costs (including phone and zoom subscription)	264	310	574	233	204	437
Office equipment (including computers and care plans)	332	1,260	1,593	-	1,124	1,124
Printing and publicity	92	31	123	-	40	40
Cleaning and health & safety	17	21	38	-	-	-
DBS checks	144	-	144	-	-	-
NCVO membership	-	124	124	-	-	-
Insurance	-	441	441	-	-	-
Catering and refreshments	77	34	111	-	-	-
Equipment hire	20	-	20	-	-	-
Training	-	-	-	-	80	80
Court fee	-	-	-	-	255	255
Staff/volunteer expenses	33	95	128	-	-	-
Gifts	-	35	35	-	-	-
Expenditure on raising funds						
Administration and project management freelancer wages	-	-	-	-	1,207	1,207
Total Payments	19,131	37,482	56,614	233	23,817	24,050
Net receipts (payments) for the period	(15,753)	(26,282)	(42,035)	34,926	24,194	59,120
Balance of funds at 31st March 2022	34,926	39,970	74,896	-	-	-
Transfer of funds from Brighton & Hove Racial Harassment Forum	-	-	-	-	15,776	15,776
Balance of funds at 31st March 2023	19,173	13,688	32,861	34,926	39,970	74,896

Note: additions may vary by +/- £1 due to rounding

Racial Harassment Forum, Brighton & Hove (RHF) CIO

Charity number 1194527

Assets and Liabilities at 31st March 2023

Assets

Metro Bank Community Account	32,829
Cash in Hand	33
Total assets	32,862

Non-monetary Assets

none known

Liabilities

none known

Restricted funds held at 31st March 2023

Funder	Date funds received	Balance remaining at 31st March 2023
National Lottery Community Fund (re Peer Parent Pilot)	July 2021	9,435
Brighton and Hove City Council (re Third Party Reporting Centre)	March 2022	6,405
Sussex Police (Re Third Party Reporting Centre)	March 2023	3,333
Restricted funds held at 31st March 2023		19,173
Free reserves		13,689

Note: additions may vary by +/- £1 due to rounding