

Race Equality Foundation

Annual Report and Financial Statements

31 March 2022

Company Limited by Guarantee
Registration Number 03121679 (England and Wales)

Charity Registration Number 1051096

Contents

Reports

Reference and administrative details of the charity, its Management Committee and its advisers	1
Introduction	2
Report of the Management Committee	12
Independent examiner's report to the members of Race Equality Foundation	17

Financial Statements

Statement of Financial Activities	19
Balance sheet	20
Statement of Cash Flows	21
Notes to the Financial Statements	22

Reference and administrative details of the charity, its Management Committee and its advisers

Status	The organisation is a charitable company limited by guarantee registered as a charity on 29 November 1995, and incorporated on 20 March 1997.
Management Committee	C Pennie – Trustee and Chair (resigned 20 th July 2022) K Woodley – Trustee and Chair (appointed 19 th May 2022) J Lane – Trustee and Vice Chair (resigned 20 th July 2022) R Karim – Trustee and Company Secretary (resigned 20 th July 2022) J Dumont-Barter – Trustee (resigned 20 th July 2022) A Chowdry – Trustee and Company Secretary (resigned 20 th July 2022) C Farquharson – Trustee T Gill – Trustee and Treasurer G Randhawa – Trustee M Owusu – Trustee R Anand – Trustee (appointed 19 th May 2022) J Jutti-Johal – Trustee (appointed 19 th May 2022) P Lawson – Trustee (appointed 19 th May 2022) D Mbeutcha – Trustee (appointed 19 th May 2022) A Pinto – Trustee (appointed 19 th May 2022)
Registered office and operational address	Unit 17 Deane House Studios 27 Greenwood Place London NW5 1LB
Company registration number	03121679 (England and Wales)
Charity registration number	1051096
Independent Examiner	McBrides Accountants LLP Nexus House 2 Cray Road Sidcup Kent DA14 5DA
Actuaries	Barnett Waddingham LLP

Introduction

In the context of the continuing impact of the Covid-19 pandemic and a challenging policy and funding environment the Race Equality Foundation has continued in 2021-22 to progress the promotion of race equality by supporting Black, Asian and Minority Ethnic individuals, families and communities. At the same time we showed how health and care policy and practice can be improved and then working with with a range of partners to amplify our evidence-based policy and practice messages.

Importantly, in 2021-22 we have continued to strengthen the Foundation finances and have carried out a major refresh of the trustees.

This part of the annual report and accounts will detail some of our achievements, including setting out the public benefit. We will also provide the report of the management committee.

Health and care

We were successful in our application to join the refreshed Health and Wellbeing Alliance (HWA), now facilitated by Department of Health and Social Care (DHSC), NHS England (NHSE) and the Office for Health Improvement and Disparities. This allowed us to build on ensuring the response to Covid-19 addressed the inequalities we had identified in 2020-21, including ensuring that the roll out of the vaccine programme reached all communities, a key part of which was to address the vaccine scepticism of some communities. Beyond helping shape the messaging from NHS England, we continued to work with local voluntary and community organisations to share resources and information on the efficacy of the vaccine and how to access it.

We continue to feed into policy developments. One example was that we worked with colleagues at Friends, Families, Travellers, to hold a workshop on Core20PLUS5 to give information about the campaign, discuss strengths and weaknesses, and how HWA members can contribute to ensure health inequalities are addressed adequately by Independent Care Systems (ICSs). As a result we formulated a letter which stated how HWA can contribute and areas we think need strengthening which was sent to Dr Bola Owolabi, NHS Director of Health Inequalities, and her team. The response was well received, with it being circulated to policy leads taking forward work on severe mental health and improving access to primary care. This also led to Jabeer Butt (our Chief Executive) being invited to join the user group developing the Health Inequalities Improvement Dashboard, a digital tool that is going to provide real-time data on the use and take-up of NHS services for geographical and health areas which can be disaggregated by ethnicity and a range of other protected characteristics.

Influencing opportunities arise also through involvement in various committees. For example, we attend the Independent Oversight and Advisory Group (IOAG) that provides assurance to the mental health programme at NHS England and is chaired by Paul Farmer, chief executive of MIND. The IOAG is also the sponsoring committee for the Advancing Mental Health Inequalities Taskforce, which we also sit on. With the former we have been leading the challenge on how the expansion of the mental health workforce agreed by the NHS Long Term Plan is going to be accompanied by a more diverse workforce. We secured a commitment from Health Education England that they will present a report showing what progress has been made and, after repeated pressures, the report was finally presented. This showed that there had been some progress in diversifying the workforce, but that this was uneven and there was a commitment that the proposed work mental health workforce plan would identify actions that would be taken.

With the Taskforce we have led the challenge to ensure that actions taken actually address race equality, such as the roll out of advocacy pilots. A key achievement has been that NHS England has begun a programme of work to develop more robust ethnicity data and metrics, including improving the accuracy and completeness of the Mental Health Services Data Set data. We have been providing advice on what the issues are as well as how they can be resolved, including the development of guidance, and how the data can be used. Whilst this appears to be a mundane activity, the accuracy and the completeness of ethnicity recording in health data sets is fundamental to progressing racial equality through the use of evidence.

We continue to work with voluntary sector colleagues, through networks such as Dementia Alliance for Culture and Ethnicity and National, Black, Asian, Mixed Race and Minority Ethnic Transplant Alliance (NBTA), which focuses on blood and organ donation, at the same time as working with local and grassroots organisations. We have been in conversation with Voluntary, Community and Social Enterprise organisations to gather intelligence. This has included Croydon BME Forum, Caribbean and African Health Network, The Black Health Initiative, Wai Yin Chinese Society, Asian Resource Centre Croydon, Bristol Black Carers, Sickle Cell Society, African Caribbean Leukaemia Trust, Subco Trust and the Bristol Somali Resource Centre. The focus has been on the take-up of the COVID vaccine, as well as the booster campaign. Many of the organisations have been running local 'information' sessions on the vaccine, often with local GPs or public health professionals and, on occasion, with national figures. One did note they have failed to secure local funding and therefore have limited their activities to 'one to one' work. Two have reiterated that their aim is to share information and allow their communities to make their own mind up, but not to 'persuade'. We have shared these observations with NHS England and DHSC in our catch-ups.

We have also delivered a number of projects. We have completed work on an NHS England commissioned project on the experiences of Black, Asian and Minority Ethnic people with a learning disability. To deliver this work, we worked with Learning Disability England to establish a Co-production Steering group. This group, which included Black, Asian and Minority Ethnic people with a learning disability, carers as well as people from organisations supporting them, continued to meet and collaborate in 2021-22. All progress has been reported back to the group and feedback received has supported the development of all aspects of the project. Group members agreed that there should be scope for future meetings, should the need arise. During Co-production meetings, members have shared advice, contacts, resources and personal experiences that have facilitated this. This has been incorporated into the report for NHS England and NHS Improvement, as well as contributing to the advocacy work of Learning Disability England. As a result, we produced a report reviewing national and international literature and evidence. The review focused on learning disability literature over the past 20 years in the UK (with a few references to evidence from the USA). This report is the first of its kind for several years and is with the NHS England's Learning Disability team.

Reablement

As part of our Health and Wellbeing Alliance work we carried out a project on reablement services which involved a scoping literature review, a survey of voluntary organisations to identify examples of better practice and interviews with those providing services. Our report focussed on reablement services for people living with dementia from Black, Asian and Minority Ethnic communities. It is well known that these communities experience inequalities in dementia care from diagnosis and access to services to assumptions about carers. The review demonstrated a lack of evidence specifically addressing the appropriateness or effectiveness of reablement services for people living with dementia from minority ethnic communities. Evidence on generic reablement services

demonstrated a mixed picture in terms of the delivery of services, with variation in staffing and skill mix, content of services, referral pathways and eligibility.

Key themes which arose which impact Black, Asian and Minority Ethnic people living with dementia became evident. The workforce is fundamental to the success of reablement, including interdisciplinary working and effective communication, there was a lack of evidence on reablement training, including specialist dementia knowledge and cultural competence.

Personalisation and person-centred care is key to delivering effective reablement, outside of collaborative goal setting, there was again a lack of evidence on what this looks like. The exclusion criteria set by some services exclude people with severe dementia and potentially exacerbate existing inequalities due to Black, Asian and Minority Ethnic people often receiving a delayed diagnosis. Individual and contextual factors such as motivation, deprivation and housing, potentially affect the success of reablement; it is known that Black, Asian and Minority Ethnic people often live in deprived areas and experience housing deprivation. We recommended more research is done into reablement for Black, Asian and Minority Ethnic people living with dementia to ensure it is a safe and effective intervention. In submitting the report, our DHSC policy lead commented: *A really interesting read although some of the case studies/quotes make for unhappy reading given the challenges people are describing.* We used the report to inform our contribution to the forthcoming Government Dementia Strategy and we plan to publish the report.

Severe Mental Illness and Physical Health Checks

Evidence suggests that people with severe mental illness die earlier and that this is often the result of physical ill-health. With the development of the NHS Long Term Plan and the Core20Plus health inequalities strategy, there has been a push to increase the take-up of physical health checks by people with severe mental illness. Our project aimed to address health inequalities by developing a better understanding of the take up of these health checks by people with severe mental illness from Black African and Caribbean communities. An initial scoping of the literature demonstrated a lack of detail around whether Physical Health Checks (PHCs) are accessible and appropriate for this population. It also demonstrated the need for direct engagement with this group to hear their experiences and views.

Through partnering with three Black African and Caribbean-led voluntary organisations, engagement took place with 35 people they support and 12 members of staff. The main points which arose from consultation with people with severe mental illness ("SMI") included: a variation in awareness of PHCs, with significantly lower awareness in some locations; a lack of engagement from health professionals with regards to discussing PHCs and why they are important; and what measures could be implemented to support people to attend PHCs. The focus groups with staff corroborated some of these findings, particularly the mixed levels of awareness and the need for more information sharing. They revealed a number of challenges around take up of PHCs including accessing primary care due to stigma, difficulties making appointments, substance use and for those not in the care of secondary services, being underserved.

The role of the voluntary organisation was also discussed, with their specialist knowledge they are well placed to bridge the gap between them, the people they support and statutory services. However, poor communication and lack of funding meant this avenue was not being explored effectively in all areas. Lastly, a lack of cultural awareness and fears of being sectioned again meant people were apprehensive about using services. Throughout these engagements several recommendations were suggested by people and staff, many of which focus on improving awareness and supporting attendance.

We have presented the findings of the project as part of a wider webinar on severe mental illness and inequalities in health care aimed at mental health providers with over 300 attendees. Bola Owolabi, the Director of Health Inequalities for NHSE wrote, 'The work you & REF are doing is of huge importance to me and I appreciate the thoroughness with which the work has been done. Great to see you sharing these important insights with a wider audience today on the SMI webinar. As I mentioned yesterday, I'm keen for other programme directors across NHSE to also hear the findings so we can mobilise greater effort to address the gaps found'. There has been a meeting arranged between the Health Inequalities team and HWA system partners to arrange for the findings to be shared more widely. We have also been contacted by webinar attendees who are working to ensure inclusivity within the service they offer to learn more about the project. We plan to publish the report and build on this work in 2022-23.

In addition to completing our work on the Race Equity Collaboratives, funded by the Health Foundation, and which produced evidence-based briefings on Disability, Education, Children and families, Mental health and wellbeing, Housing, Employment, Older people and Long-term conditions, we carried out a range of projects. For Camden Council we carried out a study of the experiences of Black, Asian and Minority Ethnic people with Autism and their carers. We worked with Centre for Ageing Better to review their report as a result of the Good Homes Inquiry and helped them with the production of Ageing, Inequality and Ethnicity evidence cards. With the Early Intervention Foundation we started a research project looking at the experience of family support services for those Black, Asian and Minority Ethnic families with children, which will report in 2022-23. We continued to work with colleagues at University College London on the extension of the Virus Watch Study, with the extension focusing on minority ethnic and migrant communities. We also built on our work with NHS England's Health and Justice Team, to develop some training materials. In addition, we supported the Centre on the Dynamics of Ethnicity in implementing their EVENS (Evidence for Equality National Survey) and we worked with University of the West of England in the production of the ADAPT toolkit aimed at improving the support available to South Asian people living with Dementia and to be launched in 2022-23.

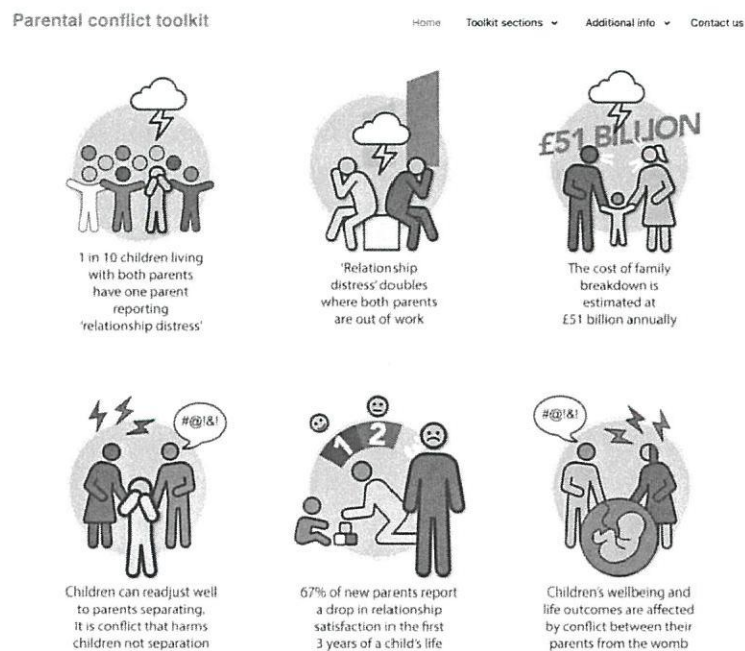
Long standing discussions with Impact on Urban Health (IOUH) led to our involvement in a co-produced piece of research on parenting programmes exploring the views and experiences of parents resident in Lambeth and Southwark. This was a unique approach using community researchers working in partnership with two parenting programmes; Strengthening Families, Strengthening Communities ("SFSC") and Empowering Parents, Empowering Communities ("EPEC") and was facilitated by Shift Design and Hello Brave. Three of our SFSC team were involved in data collection. Interviews were carried out with 28 parents and 12 local stakeholders and a report was produced and shared with all who took part. The report has been published by IOUH.

In the financial year ending 2021, the Race Equality Foundation were funded by Public Health England with the support of Men's Health Forum and Association of Mental Health Providers to develop a learning resource which could be used as a training or self-study tool to reduce parental conflict - so 'harmful' non-violent conflict (defined as 'frequent, intense and poorly resolved').

The project included a call for evidence from organisations and professionals working with families, with experience of interventions around 'harmful conflict' and, from adults and children with lived experience of conflict. We asked for examples of good or promising practice and the challenges, barriers or additional needs for those with lived experience in identifying and accessing support and resources.

This work also included meeting with key stakeholders, parents and young people, to review the evidence, discuss themes and focus on better practice models as well as with public health nurses and nursing education professionals to understand their needs, knowledge, ways of learning and contact with parents and young people.

This toolkit was completed and launched in June 2021 and was promoted widely including by One Plus One, the national relationship agency and the Department of Work and Pensions who also asked us to present at several networking events.



We have built on this work in a number of ways including by developing a supplement to our Strengthening Families Strengthening Communities Programme to support facilitators working with parents to identify parental conflict and support parents to identify and resolve conflict. Further, we have developed a one day training programme for SFSC trained practitioners to explore how to address parental and wider family conflict in their delivery of the programme. Local authorities are being encouraged to invest in this training as part of the workforce development programme funded under the DWP's Reducing Parental Conflict programme.

It was just the best training in solidifying how RPC integrates into SFSC and the parenting principles. After Friday I had complete clarity and now feel extremely confident to go on and train and use in practice.
LB Bromley SFSC facilitator

The SFSC team has also been building on the success of the

Slides demonstrating some of the content delivered to parents

SFSC INCLUSIVE PARENT PROGRAMME	Reducing Parental Conflict	SFSC INCLUSIVE PARENT PROGRAMME	Reducing Parental Conflict
<p>Communicating positively</p> <p>Resolving conflict. During an argument:</p> <ul style="list-style-type: none"> Take a breath: To calm down and get perspective. Active repair: Includes apologising, forgiving, reaching an agreement and affectionate behaviour such as hugging and kissing. See the other person's perspective: It will often make people more willing to compromise. Let go: There are some issues that cannot be solved. It is okay to agree to disagree. <p>Use active listening skills:</p> <ul style="list-style-type: none"> Really pay attention to the speaker's words, their body language and tone 'to get the whole picture'. Show you are listening by making eye contact, nodding and keeping body language 'open'. Make sure you understand what is being said (so there are no misunderstandings). "It sounds like what you're saying is..... Is that right?" Don't interrupt! Wait your turn. Respond. Be honest and respectful. <p>Use 'I' or 'we' statements:</p> <ul style="list-style-type: none"> Using 'you' can sound like an aggressive accusation: "You make me sick. You're always late! You don't care!" Instead use: "When you are late, I feel really frustrated because I am late for work" or "We have a problem with timekeeping. How can we fix it? Can we talk?" 		<p>Harmful effects</p> <p>The harmful effects on children of 'frequent, intense and poorly resolved' conflict</p> <p>Babies and toddlers</p> <ul style="list-style-type: none"> Increased levels of the stress hormone cortisol. Premature birth/lower birth weight, higher incidence of ASD and ADHD. Babies may have increased heart rate in response to aggressive behaviours. Children can freeze/withdraw, act out, or cry when they witness spousal conflict. Physical growth may be affected plus claims of spurious ailments. <p>Older children (5-11)</p> <ul style="list-style-type: none"> Can pick up on less obvious conflict. Boys are more likely to externalise their feelings. Girls are more likely to internalise their feelings. Difficulty concentrating and sleeping may affect academic performance. Difficulty in forming healthy relationships. <p>Teenagers</p> <ul style="list-style-type: none"> Greater understanding of the conflict. A desire to intervene and/or take on the emotional burden. More outwardly emotional from the impact. Relationship skills are affected and risk mental health conditions. Involved in riskier behaviours: e.g. smoking, substance abuse, early sexual activity, taking drugs etc. 	

SFSC six week online programme to expand this mode of delivery to address parental conflict. Two programmes have been in development, one for parents and carers living and parenting together and one for parents and carers who parent together but do not live together. This will be rolled out in 2022-23.

Strengthening Families Strengthening Communities (SFSC) Parenting Programme

SFSC is an inclusive evidence-based parenting programme, designed to promote protective factors associated with good parenting and better outcomes for children and young people, with the goal of violence-free healthy lifestyles, families and communities. It was designed originally to meet the needs of black and minority ethnic and other parents who were not engaged by the existing provision, and is now used across all communities. The programme has been delivered since 2000 through statutory, voluntary and community organisations and is now one of the leading parenting interventions in England. There are several strands to the work of SFSC: delivery and support; training; and evaluation.

In 2021-22, we continued to experience an ongoing global pandemic, which understandably impacted some aspects of the work of SFSC. For the first part of the year in-person group work and training was challenging as a result of local authority restrictions and health anxieties. In particular, this had a direct impact on numbers of parents receiving in-person group work and practitioners attending our core training. The Foundation led the way in demonstrating how Covid safe practice could take place in group work with comprehensive risk assessments, and good practice measures in place to protect both those delivering and those attending our programmes and training.

The Foundation has also continued to support agencies to deliver online parenting support to parents and carers ensuring support vulnerable families and the practitioners that work with them.

Delivery and support

A mixture of delivery methods took place this year, this included around 152 SFSC 13 week programmes, 52 Introduction to SFSC online group programmes, and 158 participants completing SFSC online (six session programme of individual learning and weekly facilitator led group work sessions). In total SFSC programmes were likely to have reached around 2,000 parents. As in past years, the number of programmes delivered was highest in London, however SFSC was also being delivered in Bristol, Kirklees, Calderdale, Manchester, the Wirral, Hull, Hertfordshire, and Kent, amongst other areas. We continued to provide intensive support for delivery in Islington, Waltham Forest, Westminster, Camden, and Hackney.

Training and support

We continued to train practitioners to deliver SFSC to parents but ran training with smaller numbers to adhere to social distancing guidelines, all training went ahead bar one course which was cancelled in response to a spike in Omicron cases. In the 2021-2022 financial year we trained 62 new facilitators, including a group in Kent. Importantly, the training evaluations continue to show that over 90 per cent of participants feel that the training met or exceeded their expectations. We also delivered 13 advanced training courses to practitioners including three refresher training courses. The majority of these were in person.

Demand for programme visits continued to be lower than pre-pandemic, both due to fewer programmes but also restrictions on numbers at venues. However, we carried out 67 programme

observations, 76 supervisions for pairs of facilitators, and completed 16 portfolio reviews with agencies delivery SFSC. In addition, intensive support was given to 14 agencies around aspects of SFSC delivery.

Evaluation

A large-scale four-year research study of SFSC moved into its third year. This study is funded by The National Institute for Health Research (“NIHR”), and includes a number of universities and is led by Professor Richard Watt at University College London. The work comprises a Randomised Control Trial, a process evaluation and an economic evaluation across a number of urban areas of England where ethnically and socially mixed communities live. Whilst data collection has progressed well this year, the impact of the previous year and Covid has nonetheless meant that the study is a little behind in terms of research participants and, as a result, this study will continue beyond its planned end date in 2023, into 2024. To date around 530 participants have been recruited. This year we have been able to include new sites in Hammersmith and Fulham, Camden and Hull, as well as programmes that have been delivered to the Turkish and Somali communities.

Public and Patient Involvement (PPI) in this work is highly prioritised. Whilst most contact with three PPI groups in London and West Yorkshire continues to be in online rather than in person, engagement has been strong with participants providing a range of support to the study including testing translated materials, contributing to newsletters, and taking part in recruitment drives for participants, as well as attending PPI meetings.

SFSC Delivery Contracts

We have continued to hold contracts for directly commissioned delivery of SFSC, in Islington, Waltham Forest, and Westminster as well as with small projects in London Boroughs of Camden, Hackney, and Lambeth.

Our delivery work in Waltham Forest continued in 2021-22 at a slightly reduced level to the previous year. We delivered six 13-week SFSC programmes to around 60 parents and three online safety workshops, as well as four online introduction programmes to 24 parents and our six session online course to a further 20 parents. This work was commissioned through the Community Safety Team and paid for via Prevent funds from the Home Office. In addition, we delivered SFSC six-week online courses to around 60 Waltham Forest Parents funded through the Early Help Team.

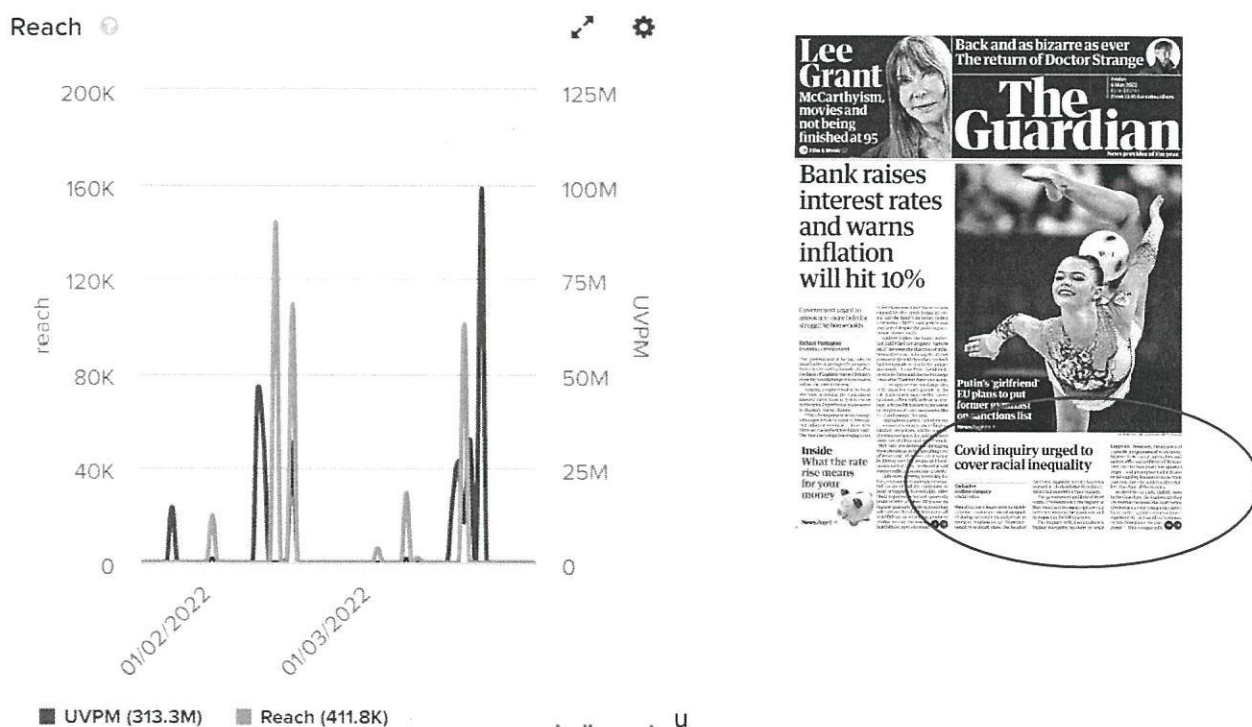
Similarly, in Westminster we continued to oversee the delivery of SFSC through our support to the wider VCSE sector. This saw the delivery of seven SFSC programmes to 86 parents delivered in person using a range of community-based venues including schools and children’s centres, and utilising a range of community facilitators. Two programmes were delivered in partnership with Future Men to groups of fathers, and this collaboration continues to be successful. This has also included training three fathers from groups this year as facilitators to deliver on programmes in the borough. Westminster also took part in the Together research study with both intervention and control groups delivered. This work has been recommissioned for 2022-23.

We saw ongoing but reduced delivery in Islington with programme co-facilitation provided by the Bright Start service with three programmes commissioned for this year. This work also supported wider borough priorities around moving families out of poverty and closer to work. A further interim contract was confirmed for 2022-23.

Several small projects involving direct SFSC delivery or support to community agencies to deliver the programme also took place this year. This included ongoing with the Somali Youth Development Resource Centre in Camden, Minik Kardes and the African Community School in Hackney. We also worked alongside Lambeth Early Help team to focus SFSC delivery on parents of teenagers across the borough, delivering SFSC to 30 parents.

Communications and Influencing

In 2021-22 we worked to improve the reach and influence of our work to aid the impact that we are having. This saw us invest in the appointment of Communications Manager and building the infrastructure to support better communication. We have begun to see the results of this investment with coverage in Daily Telegraph, Financial Times, Daily Mirror, The Voice, Times Radio, The Guardian, EachOther, openDemocracy, Hospital Times and more. The chart below summarises some of the improvement in reach.



Our joint response to the consultation on the terms of reference of the Covid-19 Inquiry was featured on the front page of the Guardian.

Public benefit

In 2021-22 we continued to work with institutions and organisations on actions that they can take to improve the experiences and outcomes for individuals, families and communities that experience racism and disadvantage through awareness raising, implementing better practice and embedding this through changes in policies. This process also results in a system that is transformed to better identify, listen and respond to the needs of the broader community.

Whilst some of this could be said to be mundane, such as helping NHS England improving the accuracy and completeness of ethnicity recording in their mental health data set (MSDS), it is often crucial in ensuring that we are better able to understand how inequality is impacting Black, Asian

and Minority Ethnic communities and as importantly, whether the actions we have taken to address inequality are having an impact.

Examples of working with other organisations so that their influencing better addresses racial inequality can also be demonstrated in this year. Beyond our work with Centre for Ageing Better, the Obesity and Diet Team and Public Health England and Impact on Urban Health, we have worked with the Early Intervention Foundation (EIF) to identify the barriers to addressing race and racism in the work they do as well as devise solutions. The action learning sets run with EIF led to produce a number of blogs on tackling issues to with ethnicity and racism, as producing their own guidance on phraseology they will use in their publications. Importantly it also led to a project on family support and minority ethnic families, to be used to inform the Josh MacAlister-led commission on children's social care.

This year also saw us expand our focus on Black, Asian and Minority Ethnic People with a learning disability. Building on at time the most recent LeDeR [Learning from lives and death] report (University of Bristol, 2021) which found that:

- Asian/Asian British adults were eight times more likely to die in early adulthood (aged 18-49) than White adults with a learning disability.
- People from Black African, Black Caribbean, Black British and of mixed ethnic groups were more than four times more likely to die in early adulthood than White adults with a learning disability.
- 43% of children with a learning disability who died in 2019 were from BAME communities.
- Adults and children from Black African, Black Caribbean, Black British and those from mixed/multiple ethnic groups had a higher proportion of treatable medical causes of death than all other ethnic groups

We completed our review of national and international evidence and submitted it to NHS England. Evidence from this review was presented to NHS England's Learning Disabilities Improvement Board. This work was also accompanied by our investigation of the take-up of annual health checks for people with a learning disability, which showed related issues that needed to be urgently resolved. The recording in ethnicity of people with a learning disability appears to be poor in terms of accuracy and completeness. At the same time, the learning disability register that primary care hold and use to ensure reasonable adjustments are made to improve the quality of health care for people with learning disability is also incomplete. It is this combination that led the most recent LeDER report to show that Black, Asian and Minority Ethnic people with a learning disability who had died in the previous 12 months were less likely to have had an annual health check. Importantly, our work has identified at least one example of good practice that is now being shared to address these deficiencies. At the same time, we were able to run webinars with self-advocacy groups and other organisations on the inequalities faced by Black, Asian and Minority Ethnic people with a learning disability and what can be done to better engage them, their families and their communities. This multi-pronged approach should contribute to shifting the dial.

Our work on Covid-19 has seen change take place too. The rise in take-up of the vaccine amongst minority ethnic communities was a welcome result of us and other voluntary and community organisations dispelling myths by providing accurate and up to date information, as well as working with trusted voices and trusted places to distribute this information. At the same time, we encouraged NHS England to use religious as well as other trusted places to actually distribute the vaccine. Importantly, our engagement with the Baroness Hallett-led Covid-19 Inquiry has also borne fruit, with her suggesting to the Prime Minister that the Terms of Reference should be changed to allow the inquiry to investigate inequality experienced by those with a protected characteristic.

Monitoring performance

The Foundation continues to monitor its own performance. We collect both quantitative feedback as well as qualitative. A major element in this area is the randomised control trial of the Strengthening Families, Strengthening Communities parenting programme currently being carried out by University College London.

Our innovative blended learning approach to online delivery continues to be very positively received by practitioners and parents/carers. The programme is offered for parents of children by age and stage (pre-school, primary and secondary) and is unique in that it offers parents a traditional, individual online course approach alongside online group work with an experienced practitioner and other parents. This allows participants to ask questions relating to their specific circumstances and receive tailored support as well as for us to review a parent's learning from their individual session. As a result, engagement is high and participants are supported to attend through the difficulties of managing tech and anxieties about literacy or being with other people in an online space. Our Programme Officers are able to identify when more intensive support is needed and to inform referrers as well as recommend attendance at a 13 week in person programme, and signpost to other services.

The course itself was very informative and made me look at parenting in a positive way. Due to this course I feel confident now. Thank you so much for this opportunity. And I think a lot of people would still benefit from the online because it's convenient and people can easily attend.

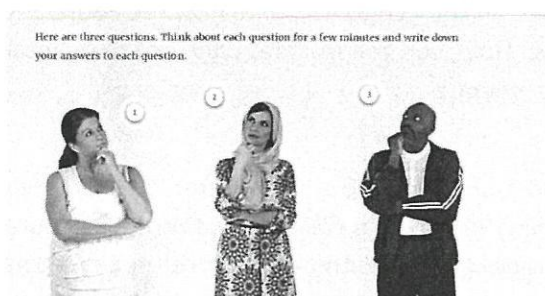
Dad from LB Greenwich

These sessions are very useful for practical skills for now and the future with my child. And I feel much more confident bringing up a more confident happy child independently. It provided great tools and skills to use with my child.

Mum from Hertfordshire

The online portal was fantastic. It made the learning so much easier. It was really good having the videos of the other parents included in the learning portal - it made each session relatable. [The facilitator] was so fantastic. Her professionalism, kind nature, support throughout the program, along with her knowledge has really brought the learning material to life.

Dad from LB Hackney

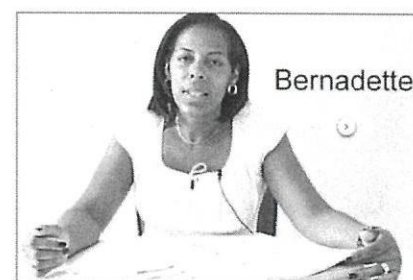


Examples of activities from the online course:

- Scenarios to consider
- Audio and video presentations
- Drag and drop activities



Watch the video below to learn more about managing anger.



Report of the Management Committee

The Management Committee presents its above report and independently examined financial statements for year ended 31 March 2022.

The report has been prepared in accordance with Part XV of the Companies Act 2006 and constitutes a directors' report for the purposes of company legislation.

The financial statements have been prepared in accordance with our governing document and 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) (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and applicable company and charity law in the UK. The accounting policies adopted are set out in the notes to the financial statements. Figures are prepared using the historical cost convention, with the exception of the defined benefit pension fund liability which is recorded as the present value of the defined benefit obligation at the reporting date less the fair value of the plan assets at the reporting date.

The Foundation's financial statements are prepared on the basis that it is a going concern. In light of the continuing impact of the COVID-19 pandemic, the Foundation has worked hard to seek and secure new funders. However, the trustees continue to maintain a policy of cost containment whilst seeking to increase revenue.

Mission, policies and public benefit

Race Equality Foundation's charitable objects are: "to promote good race relations and to endeavour to eliminate discrimination on grounds of race, thereby encouraging equality of opportunity between different racial groups, with particular reference to the delivery of social work and social care services".

Based on our charitable objects the overall aim of Race Equality Foundation is to promote race equality in social support (what friends and families do for each other) and public services (often services designed to support people in need of support).

In order to achieve our aim, we work with a wide range of service providers in order to challenge racism and other forms of discrimination particularly in the treatment of black and minority ethnic communities and in the treatment of those who use services. We identify barriers to participation of these communities and provide ideas for better practice with black and minority ethnic communities in general and service users in particular.

The Management Committee has referred to the guidance in the Charity Commission's general guidance on Public Benefit when reviewing the charity's aims and objectives and in planning future activities. In particular, the Committee has considered how planned activities will contribute to the aims and objectives they have set.

Governance, structure and management

Governance

Trustees on the Management Committee constitute directors of the charitable company for the purposes of company law and trustees for the purposes of charity law.

Trustees on the Management Committee are elected by the members at the Annual General Meeting.

The names of those members of the Management Committee who served during the year and were in office at 31 March 2022 are set out on page 1 of this annual report and accounts.

Members of the Management Committee had no beneficial interest in any contract with the charitable company.

No member of the Management Committee received any remuneration for his or her services during the year. Members were reimbursed travel & subsistence expenses incurred in the performance of their duties totalling £Nil (2021: £Nil). Trustee indemnity insurance of £100,000 (2021: £100,000) has been obtained during the year. This indemnity is now provided as part of a comprehensive "Charity and Community" insurance policy with no separate premium quoted for this element.

Responsibilities of the Management Committee in relation to the financial statements

The trustees (who are also directors of Race Equality Foundation for the purposes of company law) are responsible for preparing the Report of the Management Committee and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities' SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor/independent examiner is aware of that information.

Structure and management reporting

Appointment of trustees

As set out in the Articles of Association the directors whose number shall be between three and eight are appointed from the charity's members. During 2019/20 we established a complement of eight trustees including the Chair. Currently, we have 14 individuals serving as trustees to enable a period of transition to enable long serving trustees to resign.

New trustees are elected by existing trustees, and serve for a minimum of three years and a maximum of six years. The longest serving members stand down after two terms in office but can be re-elected if there are insufficient members or they fill an identifiable gap. The trustees have the power to fill casual vacancies or to appoint additional trustees to reach the maximum number.

New trustees are appointed when a vacancy arises due to (a) resignation of an existing trustee or (b) when a trustee's term of office has come to an end. Criteria used to identify and appoint new trustees include: specific skills that fill gaps where there is a skills shortage amongst existing members and under-represented groups.

The Foundation's management committee is made up of Trustees as well as members who are there in an advisory capacity. The reason for operating the dual membership of the management committee is three-fold. First, the Foundation recognises that not everyone will want to commit to trustee and director responsibilities as set out in Charity and Company legislation but will have a commitment to the issues addressed by the Foundation and therefore have an interest in being involved with the Foundation. Second, if the number of trustees has reached the maximum agreed in the Memorandum and Articles or if existing trustees are of the view that the number of trustees is adequate at any one time, then trustees can decide not to increase the number of trustees. Third, where new members join the Foundation's management committee, trustees may decide that a new member should spend time on the committee in an advisory capacity and learn about the role of trustees before any decision is made about changing their status to one of trustee.

It is worth stating that, whilst there are differences in the role and responsibilities of trustees and other committee members based on statutory requirements, all committee members are expected to make a commitment to Foundation and to provide it with strategic direction. However, it is worth clarifying that there are certain decisions only trustees can take and, in this context, only trustees have voting rights for those decisions.

During 2021/22 nine trustees and one non-trustee member formed the management committee.

Trustee induction and training

As part of the induction process, all new trustees are given written information about being a trustee, including: roles and responsibilities; expectations and commitment. New trustees also receive: the organisation's most recent Annual Report and Accounts, Equal Opportunities Policy and Child Protection Policy. Part of the induction process also includes new members attending one management committee meeting as an observer, following which they meet with existing management committee members to clarify any questions or queries. New members also meet with senior staff and have the opportunity to meet with all staff in the organisation.

Organisation

The Management Committee is ultimately responsible for the charity and meets five times a year to consider developments and make decisions regarding strategy and other important matters. The committee also has two sub-groups, a Finance sub-group, and an HR sub-group and these groups meet regularly.

Race Equality Foundation is managed on a day-to-day basis by the Chief Executive. The Chief Executive reports regularly to the Chair.

Race Equality Foundation's activities are administered and co-ordinated from its premises at Unit 17 Deane House Studios, 27 Greenwood Place, London, NW5 1LB.

Risk management

Race Equality Foundation has a risk management policy/procedure that makes clear that trustees and senior managers will endeavour to understand the nature and magnitude of key tasks and opportunities involved in taking important decisions and avoid situations that might seriously threaten the ability of Race Equality Foundation to meet its goals. The main goals of the risk management policy and procedure are to:

- Deliver;
- Grow;
- Secure financial stability and capability;
- Ensure health, safety and security of employees; and
- Enhance the reputation and professional integrity of the organisation.

In line with this we have a comprehensive risk management policy and procedures covering the following:

- Governance;
- Finance;
- Organisational and human factors;
- Operations;
- Political/Social factors;
- Legal and regulatory; and
- Environmental factors/Acts of God.

It is worth emphasising that, in relation to finances, the policies and procedures for the assessment and management of risk identify a number of possible financial risks for the organisation. The risks include: income not reaching expected levels; pension liabilities; possible staff redundancies and costs associated therewith.

In 2021/22 the Foundation saw further changes with five new trustees recruited.

Liability of members

Members of the charitable company guarantee to contribute an amount not exceeding £10 to the assets of the charitable company in the event of winding up.

Financial Review

As the annual report and accounts documents show, the Foundation has both managed to pursue key aspects of our work, securing support for some of the most at risk as result of the effects of the COVID pandemic, and remain financially stable.

This stability has been aided by a further decrease in our defined benefit pension scheme liability. The actuaries annual update statement shows that our liability has not only been further reduced in 2021-22 from £52,000 to £Nil as at 31 March 2022, but the survey indicates a surplus of £431,00 due to the continued strong investment performance of the scheme. However, unless we exit the Local Government Pension Scheme ("LGPS") (in which case the scheme actuary would compute a Cessation Valuation which would determine the final contribution required to cover all accrued

pensions obligations) we cannot obtain a cash refund of this amount. In addition, the triennial valuation of the LGPS is currently underway and the possible impact of this accounting surplus on contribution levels is not known at this time. Indeed, the actuaries have warned that contribution rates are likely to increase due to the inflationary pressures in the UK economy, rather than decrease. Consequently, accounting standards require that we should not reflect this asset on our balance sheet and, accordingly, we have recorded an “asset ceiling adjustment” in our Statement of Financial Activities to eliminate this accounting surplus.

The continuing impact of the pandemic has proven to be a challenge for us, as is the case for other charities. However, we have continued a steady improvement in our financial position. We have managed to secure grants and contracts from new sources, for example, the Wellcome Trust. At the same time, through continued attention to costs we have managed to grow our reserves, continuing the improvements first seen in 2019-20. These improvements have been accompanied by improvements in cash held in the bank, which has aided the management of the ups and downs of release of funds from grants and contracts. In the coming year we intend to build on these improvements and have already submitted applications to new funders that we hope will be successful.

Reserves policy


Race Equality Foundation reserves policy is linked to the organisation’s risk policy and the creation of reserves is one course of action agreed by Trustees to mitigate financial risks. Race Equality Foundation reserves policy, therefore, has three main purposes:

1. Firstly, it is to provide a source of funding when there are short-term adverse fluctuations in income or expenditure.
2. Secondly, it is to ensure that, in the event of the possible closure of the organisation due to funding difficulties (other than short-term), the main operations of the organisation can continue for a period of time to facilitate an orderly process.
3. Thirdly, it is to ensure that, in the event of possible closure there are sufficient funds to pay the pension liability which becomes payable in the event of closure.

To achieve these aims, the Trustees have agreed to continue building reserves over the next five years.

The members of the Management Committee have examined the requirement for free reserves, those unrestricted funds not invested in tangible fixed assets or otherwise committed. The Management Committee considers that, given the nature of the charity’s work, the level of free reserves should, as a minimum, approximate the next three month’s operational expenditure, currently £210,000. Unrestricted reserves as at 31 March 2022 were approximately £307,000, net of the investment in tangible fixed assets. However, whilst the 31 March 2022 level exceeds the desired operational buffer, the significant risk associated with the LGPS, over which we have almost no control, persuades us to maintain the current reserves level.

Approved and authorised for distribution, by the Management Committee and signed on its behalf by:



Karin Woodley, Chair

Approved on: *29 September 2022*

Independent examiner's report to the members of Race Equality Foundation

I report to the trustees (who are also Directors for the purpose of company law) on my examination of the financial statements of Race Equality Foundation ('the charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the trustees of charitable company you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the financial statements of the charitable company are not required to be audited under Part 16 of the Act and are eligible for independent examination, I report in respect of my examination of the charitable company's financial statements carried out under section 145 of the Charities Act 2011 ('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 2011 Act.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

Independent examiner's statement

Since the charitable company'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 ICAEW which is one of the listed bodies.

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:

accounting records were not kept in respect of the charitable company as required by section 386 of the 2006 Act; or

- the financial statements do not accord with those records; or
- the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the financial statements give a 'true and fair view which is not a matter considered as part of an independent examination; or
- the financial statements 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).

Independent examiner's report
For the year ending 31 March 2022

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 financial statements to be reached.



.....
Andrew Warren

F.C.A.

For and on behalf of McBrides Accountants LLP

11/10/2022

**Nexus House
2 Cray Road
Sidcup, Kent
DA14 5DA**

Statement of Financial Activities
For the year ending 31 March 2022
(Including the Income and Expenditure Account)

	Notes	Restricted funds £	Unrestricted funds £	2022 Total funds £	2021 Total funds £
Income					
Donations and legacies - Donations		-	48,031	48,031	21,082
Income from charitable activities					
- Promoting good race relations	2	418,902	329,496	748,398	1,237,030
- Coronavirus job retention scheme	6		1,525	1,525	38,676
Investment income		-	36	36	205
Total income		418,902	379,088	797,990	1,296,993
Expenditure					
Expenditure on charitable activities					
- Promoting good race relations	3	487,594	379,706	867,300	1,180,239
Total expenditure		487,594	379,706	867,300	1,180,239
Net (expenditure)/income for the year		(68,692)	(618)	(69,310)	116,754
Transfer of funds		8,550	(8,550)	-	-
Other recognised gains and losses:					
- Re-measurement of the pension fund net defined liability/surplus					
-- Change in financial assumptions		-	175,000	175,000	(799,000)
-- Return on plan assets excluding interest income		-	343,000	343,000	885,000
-- Asset ceiling adjustment	14	-	(431,000)	(431,000)	-
Net income and net movement in funds for the year		(60,142)	77,832	17,690	202,754
Fund balances brought forward		60,142	230,556	290,698	87,944
Fund balances carried forward		-	308,388	308,388	290,698

All of the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The accounting policies and notes on pages 22 to 33 form a part of these financial statements.

Balance sheet
As at 31 March 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Tangible assets	9		794		1,370
Current assets					
Debtors	10	135,914		126,233	
Cash at bank and in hand		337,392		460,953	
Total Current Assets		473,306		587,186	
Liabilities					
Creditors falling due within one year	11	(165,712)		(245,858)	
Net Current Assets			307,594		341,328
Total assets less current liabilities			308,388		342,698
Creditors falling due after more than one year					
- Pension liability	14		-		(52,000)
Total Net Assets/(Liabilities)			308,388		290,698
The funds of the charity					
Restricted income funds	12		-		60,142
Unrestricted income funds					
- General fund	12		308,388		282,556
- Pension reserve	14		-		(52,000)
Total Funds/(Deficit)			308,388		290,698

The charitable 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 however, in accordance with Section 145 of the Charities Act 2011, the accounts have been examined by an independent examiner and their report has been included in these financial statements.

The directors (who are the charitable company's trustees for the purposes of charity law) acknowledge their responsibilities for:

- ensuring that the charitable company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and
- 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 net income or expenditure 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.

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

Approved and authorised for distribution, by the Management Committee and signed on its behalf by:


Tajinder Gill, Treasurer

Approved on: [date]

Company number: 03121679

29/09/22

Statement of Cash Flows
For the year ending 31 March 2022

Notes	2022 £	2022 £	2021 £	2021 £
Net income/(expenditure)		(69,310)		116,754
Adjustments:				
- Investment income		(36)		(205)
- Depreciation		576		671
- Pension fund		35,000		17,000
- (Increase) in debtors	(9,681)		(19,955)	
- (Decrease)/Increase in creditors	(80,146)	(89,827)	114,375	94,420
Net cash generated by operating activities		(123,597)		228,640
Cash provided/(used) by investing activities				
- Investment income		36		205
- Capital expenditure		-		(1,714)
(Decrease)/Increase in cash and cash equivalents in the year		(123,561)		227,131
Cash and cash equivalents at the beginning of the year		460,953		233,822
Cash and cash equivalents at the end of the year		337,392		460,953
Cash on deposit (less than 3 months)		335,577		458,510
Cash on current account and in hand		1,815		2,443
Total cash and cash equivalents		337,392		460,953

Notes to the Financial Statements

Legal status

The Foundation is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

1. Accounting policies

Basis of financial statements

The financial statements are 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 2022) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The financial statements are presented in sterling, which is also the functional currency of the charitable company. The financial statements are presented to the nearest £1.

Race Equality Foundation 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(s).

Going concern

It is the opinion of the Trustees that the use of the going concern basis of accounting is appropriate because:

- ◆ there are no material uncertainties relating to events or conditions that may cast significant doubt about the ability of the charitable Company to continue as a going concern;
- ◆ there is reasonable expectation that the charitable Company has adequate resources to continue in operational existence for the foreseeable future.

Income recognition

Income is recognised in the period in which the charity has entitlement, it is probable that the income will be received, and the amount of the income receivable can be measured with reasonable certainty.

Income from grants and service agreements, including capital grants, is included in income when these are receivable, except as follows:

- ◆ When funders specify that grants and monies given to the charity must be used in future accounting periods, the income is deferred to those periods.
- ◆ When funders impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in income until the pre-conditions for use have been met.
- ◆ When funders specify that grants and similar monies, including capital grants, are for particular purposes, which do not amount to pre-conditions regarding entitlement, the income is included in income as restricted funds when receivable.
- ◆ For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted; the estate has been finalised and notification has been made by the executor(s) to the Foundation that a distribution will be made; or when a distribution is received from the estate.
- ◆ Donated services are accounted for as income, with an equivalent amount accounted for as resources expended, when the value of services is material.

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 and includes any attributable VAT.

Notes to the Financial Statements

Expenditure (continued)

Expenditure is classified under the following activity headings:

- ◆ The costs of generating funds include the salaries, direct costs and overheads associated with generating voluntary income.
- ◆ The costs of charitable activities comprise expenditure on the charity's primary charitable purposes of promoting good race relations and, therefore, endeavouring to eliminate discrimination on the grounds of race.
- ◆ Governance costs are the costs associated with the governance arrangements of the charity including audit/independent examination costs and the necessary legal procedures for compliance with statutory requirements.
- ◆ Direct costs include the costs of printing materials expensed as incurred. No account is taken of any stock which exists at period end.

Certain costs, including central functions have been apportioned between the above headings using bases consistent with the use of resources, mainly on the basis of project staff costs.

Tangible fixed assets

All assets costing more than £500 and with an expected useful life exceeding one year are capitalised.

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

- ◆ Leasehold improvements: 20% per annum;
- ◆ Computer equipment 33% of cost and fixtures & fittings 25% per annum on reducing balance method;
- ◆ Office equipment and restricted fund equipment: 20 - 25% per annum on reducing balance method

Fund accounting

Funds held by the charity are as follows:

- ◆ Unrestricted funds comprise those monies which may be used towards meeting the charitable objectives of the charity and which may be applied at the discretion of the Management Committee.
- ◆ Restricted funds are monies raised for, and their use restricted to, a specific purpose, or donations subject to donor imposed conditions.

Further explanation of the nature and purpose of each of the restricted funds is included in the notes to the accounts.

Leased assets

Rentals applicable to operating leases, where substantially all of the benefits and risks of ownership remain with the lessor, are charged to profit and loss on a straight-line basis over the lease term.

Pension costs

The charity contributes to the Local Government Pension Scheme ("LGPS") a multi-employer defined benefit pension scheme, providing benefits based on final pensionable pay for certain employees. LGPS is administered by Essex County Council in accordance with the Local Government Pension Scheme Regulations 2013 (as amended). The assets of the scheme are held and managed separately from those of the charity. An actuarial valuation of the scheme is obtained triennially and is updated, using a roll forward approach, at each subsequent reporting date.

The expected cost of providing pensions, as calculated annually by professionally qualified actuaries, is charged to the Statement of Financial Activities so as to spread the cost of pensions over employees' working lives with the charity. Cash contributions are determined by the actuaries and agreed with the trustees at each triennial valuation in order to fund the scheme over the next three years and are expressed as a percentage of current and expected future pensionable payroll.

Notes to the Financial Statements

Pension costs (continued)

In accordance with FRS 102, the following elements are reported in the Statement of Financial Activities:

- i. the service costs of pension provision relating to the period, together with the cost of any benefits relating to past service (allocated to staff costs);
- ii. the net interest, which is calculated by applying the discount rate to the net balance of the defined benefit obligation and the fair value of plan assets, is recognised as a finance cost; and
- iii. actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are charged or credited to other comprehensive income. These amounts together with the return on plan assets, less amounts included in net interest, are disclosed as "Re-measurement of the pension fund net defined liability".

The liability recognised in the balance sheet in respect of the defined benefit plan is the Foundation's share of the present value of the defined benefit obligation less the fair value of the plan assets as determined by the actuaries at the reporting date. If the present value of the defined benefit obligation at the reporting date is less than the fair value of plan assets at that date, the plan has a surplus. An entity shall recognise a plan surplus as a defined benefit plan asset only to the extent that it is able to recover the surplus either through reduced contributions in the future or through refunds from the plan.

For certain employees, the charity contributes to the NEST defined contribution workplace pension scheme.

Stock

Costs of facilitators and parent manuals are expensed as incurred.

Financial instruments

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments except for the pension liability (see above and note 14). Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Debtors

Trade and other debtors are recognised at the settlement amount due. Expenditure that may benefit a period of time is measured on a time apportionment basis and classified as a prepayment.

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. Creditors are recognised at their settlement amount.

Cash at bank and in hand

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

Foreign currencies

Transactions in foreign currencies are recorded at the rate of exchange ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated at the rate of exchange ruling at the balance sheet date. All differences are taken to the Statement of Financial Activities.

Key judgements and estimations

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. There is a significant risk of material adjustment in respect of the defined benefit pension liability within the next reporting period due to any changes in the assumptions used (see note 14) in either the actuary's triennial or annual roll forward valuations.

2. Income from charitable activities	Restricted funds	Unrestricted funds	2022 Total funds	2021 Total funds
	£	£	£	£
Grants				
Dept. of Health – Health and Wellbeing	92,681	-	92,681	89,500
Dept. of Health – Health and Wellbeing: Parental conflict	-	-	-	30,000
Dept. of Health – COVID-19: Dementia	-	-	-	475,030
NHS England – Learning disabilities	-	-	-	50,000
SFSC Randomised Control Trial	84,050	-	84,050	65,850
SFSC Waltham Forest	48,516	-	48,516	106,353
SFSC Westminster	70,500	-	70,500	85,431
SFSC Cookham Wood	1,660	-	1,660	29,555
SFSC City of London	300	-	300	25,912
SFSC - Other	78,659	-	78,659	75,006
The Health Foundation – Collaboration for Wellbeing and Health	24,216	-	24,216	50,297
The Baring Foundation – Inclusion in Arts and Mental Health activities	-	-	-	10,000
ADAPT Study	18,320	-	18,320	-
Other income				
SFSC Training and reference material	-	176,586	176,586	88,987
Consultancy	-	152,910	152,910	55,109
	418,902	329,496	748,398	1,237,030
2021	1,092,934	144,096	1,237,030	

3. Expenditure on charitable activities	Central core costs (Refer to note 4) £	Staff costs (Refer to note 6) £	Direct operating costs £	2022 Total £	2021 Total £
Dept. of Health – Health and Wellbeing	16,304	66,158	10,340	92,802	89,841
Dept. of Health – Health and Wellbeing: Parental conflict	-	-	-	-	30,539
Dept. of Health – COVID-19: Dementia	-	-	-	-	475,153
NHS England – Learning disabilities	9,400	38,145	400	47,945	2,256
SFSC Randomised Control Trial	13,413	54,428	16,912	84,753	67,837
SFSC Waltham Forest	7,788	31,603	9,595	48,986	107,056
SFSC Westminster	8,439	34,242	28,385	71,066	86,756
SFSC Cookham Wood	370	1,503	-	1,873	29,810
SFSC City of London	-	-	-	-	26,646
SFSC - Other	13,364	54,227	11,122	78,713	75,335
The Health Foundation – Collaboration for Wellbeing and Health	4,514	18,319	9,624	32,457	43,119
The Baring Foundation – Inclusion in Arts and Mental Health activities	445	1,806	4,771	7,022	4,780
ADAPT Study	2,408	9,769	9,800	21,977	-
SFSC Training and reference material	-	-	41,089	41,089	21,719
Consultancy	90,716	226,079	18,466	335,261	61,929
Coronavirus Job Retention Scheme furloughed staff costs	-	3,356	-	3,356	57,463
	167,161	539,635	160,504	867,300	1,180,239
	2021 110,226	490,967	579,046	1,180,239	

4. Support and governance costs	2022 £	2021 £
Further analysis		
Premises costs	85,540	58,914
Communication costs	3,458	1,640
Legal and other professional fees including consultancy	15,766	11,485
Pension scheme		
- Current service cost	71,000	50,000
- Interest cost (net of return on scheme assets)	1,000	3,000
- Contributions paid & allocated in Staff costs	(39,000)	(38,000)
- Administration expense	2,000	2,000
Office costs	25,665	18,107
Depreciation	576	671
Other costs	1,156	2,409
	167,161	110,226

The above support costs are allocated to charitable activities on the basis of project staffing costs.

5. Net income/ (expenditure) for the year

This is stated after charging:

	2022 £	2021 £
Depreciation	576	671
Governance Costs:		
- Trustees expenses	-	-
- Auditors remuneration (excluding VAT)	-	4,750
- Independent examination (excluding VAT)	1,800	-
Rentals under operating leases:		
- Property (excluding VAT)	55,258	34,787
- Equipment	666	399

6. Staff costs and numbers

Staff costs during the year were as follows:

	2022 £	2021 £
Salaries	448,551	405,426
Social security costs	41,840	36,823
Pension costs	46,604	46,303
Staff training & Welfare costs	2,640	2,415
	<hr/> 539,635	<hr/> 490,967

One employee earned over £60,000 (including taxable benefits but excluding employer pension contributions) during the year (2021: None).

The total employee benefits of the key management personnel of the Foundation (Chief Executive Officer) were £81,186 (2021: £80,691).

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

	2022 No	2021 No
Chief Executive Officer	1	1
Project staff	12	11
Management and administrative staff	1	1
	<hr/> 14	<hr/> 13

During the year the charity claimed the grants available under the Government's Coronavirus Job Retention Scheme of £1,525 (2021: £38,676). The Trustees decided to pay the affected employees 100% of their normal contractual entitlement resulting in costs of £3,356 (2021: £57,463)

7. Management Committee members' remuneration/expenses

None of the members of the Management Committee received any remuneration during the year (2021: £Nil).

During the year, travel and subsistence expenses incurred in the performance of their duties were not claimed by any trustee (2021: Nil). Expenses reimbursed to the trustees amounted to £Nil (2021: £Nil).

8. Taxation

The Foundation is a registered charity and therefore is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities. The Foundation is registered for VAT.

9. Tangible fixed assets	Leasehold Improvements	Furniture & Fixtures	Plant & Machinery	Office Equipment	Restricted Fund Equipment	Total
	£	£	£	£	£	£
Cost						
At 1 April 2021	44,018	3,631	10,932	13,919	4,870	77,370
Additions	-	-	-	-	-	-
Disposals	-	-	-	-	-	-
At 31 March 2022	44,018	3,631	10,932	13,919	4,870	77,370
Depreciation						
At 1 April 2021	44,017	3,631	10,932	12,550	4,870	76,000
Charge for year	-	-	-	576	-	576
At 31 March 2022	44,017	3,631	10,932	13,126	4,870	76,576
Net book values						
At 31 March 2021	1	-	-	1,369	-	1,370
At 31 March 2022	1	-	-	793	-	794

10. Debtors	2022	2021
	£	£
Fees receivable	55,251	78,840
Prepayment and other debtors	80,663	47,393
	135,914	126,233

Included within other debtors is a rent deposit of £10,414 which might be repayable after more than one year dependent on the current negotiations with the landlord.

11. Creditors: amounts falling due within one year	2022	2021
	£	£
Trade creditors	26,421	39,971
Social security and other taxes	12,539	11,549
Value Added Tax	6,268	-
Pension contributions	5,790	5,390
Deferred income	66,310	107,494
Accruals and sundry creditors	48,384	81,454
	165,712	245,858

11a Deferred Income

	2022 £	2021 £
Deferred Income brought forward	107,494	57,316
Released to income in the year	(107,494)	(57,316)
Deferred income in the year	66,310	107,494
Deferred Income carried forward (See note 11)	66,310	107,494

12. Restricted and Unrestricted funds

During the year to 31 March 2022 the funds of the charity included restricted funds held on trusts to be applied for specific purposes. The Trustees Report contains a fuller description of the individual activities. The programmes delivered were as follows:

	At 1 April 2021 £	Income £	Expenditure £	Transfer of Funds £	At 31 March 2022 £
Revenue funding					
Dept. of Health – Health and Wellbeing (why wellbeing is relevant to health policy)	-	92,681	(92,802)	121	-
NHS England – Learning disabilities	47,744	-	(47,945)	201	-
SFSC Randomised Control Trial (evaluating the effectiveness of parenting programmes)	-	84,050	(84,753)	703	-
SFSC parenting programmes for					
- Waltham Forest	-	48,516	(48,986)	470	-
- Westminster	-	70,500	(71,066)	566	-
- Cookham Wood	-	1,660	(1,873)	213	-
- City of London	-	300	-	(300)	-
- Other	-	78,659	(78,713)	54	-
The Health Foundation – Collaboration for Wellbeing and Health (collective action to address the wider determinants of health)	7,178	24,216	(32,457)	1,063	-
The Baring Foundation (issues around the inclusion of Ethnically Diverse communities in Arts and Mental Health Activities)	5,220	-	(7,022)	1,802	-
ADAPT Study	-	18,320	(21,977)	3,657	-
Total restricted funds	60,142	418,902	(487,594)	8,550	-
Total unrestricted funds					
- General fund	282,556	379,088	(379,706)	26,450	308,388
- Pension reserve	(52,000)	-	87,000	(35,000)	-
Total funds	290,698	797,990	(780,300)	-	308,388

13. Analysis of net assets between funds

	Restricted funds £	Unrestricted funds £	Total 2022 £	Total 2021 £
Fund balances at 31 March				
Are represented by:				
- Tangible fixed assets		794	794	1,370
- Current assets	-	473,306	473,306	587,186
- Creditors: amounts falling due within one year	-	(165,712)	(165,712)	(245,858)
- Pension liability provision	-	-	-	(52,000)
Total net assets	-	308,388	308,388	290,698
	2021	60,142	230,556	290,698

14 Pension commitments

For certain employees, Race Equality Foundation participates in a defined benefit multi-employer scheme with the assets held in a fund (Essex Pension Fund) administered by Essex County Council. The pension benefits are provided by the Local Government Pension Scheme ("LGPS"). The contributions are determined by independent qualified actuaries based on triennial valuations. The last triennial valuation was carried out as at 31 March 2019 by Barnett Waddingham LLP which determined that the charity's contribution rate should be 23.0% for the 3 years commencing 1 April 2020. The 2022 triennial valuation is currently underway with the final report expected by March 2023.

Barnett Waddingham LLP were engaged by the Trustees to assess and provide the balance sheet and funding status disclosures to be made by the Race Equality Foundation as at 31 March 2022 in respect of its pension obligations under the LGPS. This information, reported on 23rd May 2022, shows a net surplus of £431,000 as at 31 March 2022 (2021: liability £52,000). In accordance with the provisions of the Charities SORP (FRS102) as the criteria for recognition cannot be met (a cash refund or reduced future contributions), this defined benefit asset has not been recognised in these financial statements by the recording of an "asset ceiling adjustment" of £(431,000) in the "Other recognised gains and losses" section of the financial statements..

Financial Reporting Standard 102 – Retirement Benefits

Total LGPS pension contributions charged during the year amounted to £39,000 (2021: £38,000). Contributions totalling £4,172 in respect of LGPS (2021: £4,112) were payable to the fund at the year end and are included in creditors.

The major assumptions used by Barnett Waddingham LLP were as follows:	2022 %	2021 %
Rate of increase in salaries	4.20	3.80
Rate of increase in pensions (CPI)	3.20	2.80
Discount rate	2.60	2.00
Rate of inflation (20 years duration):		
- CPI increases	3.20	2.80
- RPI increases	3.55	3.20

The mortality assumptions used were:	2022 Years	2021 Years
Longevity at age 65 retiring today		
- Males	21.6	21.6
- Females	23.7	23.6
Longevity at age 65 retiring in 20 years		
- Males	23.0	22.9
- Females	25.1	25.1

14 Pension commitments (continued)

The estimated asset allocation in the scheme and present value of scheme liabilities were:	2022 £000's	2021 £000's
Equities	2,829	2,666
Gilts	112	111
Other bonds	206	216
Property	386	307
Cash/temporary investments	120	204
Alternative assets	582	498
Other managed funds	476	312
	4,711	4,314
Far value of scheme assets (bid value)		
Present value of scheme liabilities	(4,280)	(4,366)
	431	(52)

The reconciliation of opening and closing balances of the present value of the defined benefit obligation is as follows:	2022 £000's	2021 £000's
Opening defined benefit obligation	4,366	3,504
Current service cost	71	50
Interest cost	87	82
Change in financial assumptions	(183)	873
Change in demographic assumptions	-	(37)
Experience loss/(gain) on defined benefit obligation	8	(37)
Estimated benefits paid (net of transfers in)	(82)	(82)
Contribution by scheme participants	13	13
	4,280	4,366

A sensitivity analysis of scheme liabilities to a change in discount rates on the defined benefit obligation and projected service cost, together with a +/- 1 year age rating adjustment to the mortality assumption is as follows:

	£000's	£000's	£000's
Adjustment to discount rate	+ 0.1%	0.0%	- 0.1%
- Present value of total obligation	4,203	4,280	4,359
- Projected service cost	64	66	68
Adjustment to life expectancy assumptions	+ 1 year	None	- 1 year
- Present value of total obligation	4,456	4,280	4,111
- Projected service cost	69	66	63
Adjustment to long term salary increase assumptions	+ 0.1%	0.0%	- 0.1%
- Present value of total obligation	4,294	4,280	4,267
- Projected service cost	66	66	66
Adjustment to pension increases and deferred revaluation	+ 0.1%	0.0%	- 0.1%
- Present value of total obligation	4,432	4,280	4,217
- Projected service cost	71	66	64

14 Pension commitments (continued)

The reconciliation of fair value of scheme assets is as follows:

	2022 £000's	2021 £000's
Opening fair value of scheme assets	4,314	3,383
Interest on assets	86	79
Return on assets less interest	343	885
Administration expenses	(2)	(2)
Contributions by employer including unfunded	39	38
Contributions by fund participants	13	13
Estimated benefits paid (net of transfers in and including unfunded)	(82)	(82)
	<hr/>	<hr/>
Fair value of scheme assets (bid value)	4,711	4,314
Asset ceiling adjustment	(431)	-
	<hr/>	<hr/>
Closing fair value of scheme assets	4,280	4,314

The reconciliation of scheme assets and liabilities is as follows:

	Assets £000's	Liabilities £000's	Total £000's
At 1 April 2021	4,314	(4,366)	(52)
Benefits paid	(82)	82	-
Employer contributions	39	-	39
Fund participant contributions	13	(13)	-
Current service cost	-	(71)	(71)
Administration expense	(2)	-	(2)
Interest income/(expense)	86	(87)	(1)
Experience gain on defined benefit obligation	-	(8)	(8)
Re-measurement gains/(losses)			
- Change in financial assumptions	-	183	183
- Return on plan assets excluding interest income	343	-	343
- Asset ceiling adjustment	(431)	-	(431)
	<hr/>	<hr/>	<hr/>
At 31 March 2022	4,280	(4,280)	-

15 Financial commitments

At 31 March 2022 the charity had the following future minimum lease payments under non-cancellable operating leases for the following periods:

Payments due	Land and buildings		Other	
	2022 £	2021 £	2022 £	2021 £
Not later than one year	-	-	555	599
Later than one year and not later than five years	-	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>
Total	-	-	555	599

Negotiations with the landlord continue for the continued occupation of the offices.

16 Liability of members

Members of the charitable company guarantee to contribute an amount not exceeding £10 to the assets of the charitable company in the event of winding up. There are 9 members as at the current year end of 31 March 2022, and there were 10 members at the end of 2021.

17 Ultimate controlling party

In the opinion of the trustees there is no ultimate controlling party of the charity.

18 Related party transactions

There have been no related party transactions in the reporting period that require disclosure other than the reimbursement of Trustees travelling expenses (see Note 7).

19 Comparative Statement of Financial Activities (2021)

	Restricted funds	Unrestricted funds	2021 Total funds	2020 Total funds
	£	£	£	£
Income				
Donations and legacies - Donations	-	21,082	21,082	-
Income from charitable activities				
- Promoting good race relations	1,092,934	144,096	1,237,030	934,961
- Coronavirus job retention scheme	-	38,676	38,676	-
Investment income	-	205	205	-
Total income	1,092,934	204,059	1,296,993	934,961
Expenditure				
Expenditure on charitable activities				
- Promoting good race relations	1,039,128	141,111	1,180,239	922,448
Total expenditure	1,039,128	141,111	1,180,239	922,448
Net income for the year	53,806	62,948	116,754	12,513
Transfer of Funds	6,336	(6,336)	-	-
Other recognised gains and losses:				
- Re-measurement of the pension fund net defined liability				
- Change in financial assumptions	-	(799,000)	(799,000)	451,000
- Return on plan assets excluding interest income	-	885,000	885,000	(269,000)
Net income and net movement in funds for the year	60,142	142,612	202,754	194,513
Fund balances brought forward	-	87,944	87,944	(106,569)
Fund balances carried forward	60,142	230,556	290,698	87,944

