

Annual Report & Financial Statements

31 March 2024

Contents

Charity Reference and Administrative Information	4
Trustees' Annual Report	5
Summary of 2023-24	7
Evidence	7
Influence	7
Collaboration	8
Finances	8
Our Aims and Objectives	9
Strategic Priorities	9
Our Activities	9
Evidence	10
Influence	14
Campaign	17
Intervention and Prevention	20
Direct Support	22
Review	24
Spotlight One:	25
Evidence	25
Influence	25
Campaign	26
Intervention and Prevention	26
Review	26
Spotlight Two:	27
Evidence	27
Influence	28
Campaign	28
Intervention and Prevention	28
Review	28
Spotlight Three:	29
Evidence	29
Influence	29
Campaign	29
Intervention and Prevention	29
Review	30

Governance, Structure and Management	31
Governance	31
Responsibilities of the Management Committee in Relation to the Financial Statements	31
Appointment of Trustees	32
Trustee induction and Training	33
Organisation	33
Risk Management	34
Liability of Members	34
Financial Review	35
Reserves Policy	36
Independent Auditor’s Report to Members of Race Equality Foundation	38

Charity Reference and Administrative Information

Legal 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

Karin Woodley CBE —Trustee and Chair

Reena Anand —Trustee

Dr Clenton Farquharson CBE —Trustee
(Resigned February 2024)

Tajinder Gill —Trustee and Treasurer

Professor Gurch Randhawa —Trustee

Dr Melvina Woode Owusu —Trustee

Professor Jagbir Jhutti-Johal —Trustee

Patricia Lawson —Trustee

Donald Mbeutcha —Trustee

Amanda Pinto KC —Trustee

Chief Executive

Jabeer Butt OBE

Registered office and operational address

Unit 17 Deane House Studios,
27 Greenwood Place London NWS 1LB

Company registration number

03121679 (England and Wales)

Charity registration number

1051096

Auditors

Goldwins

Actuaries

Barnett Waddingham LLP

Bankers

Barclays Bank PLC



Trustees' Annual Report

My first full year as Chair of the Race Equality Foundation has been busy and exciting. I have had the opportunity to see the Foundation's work on the environment and nature crisis take shape through bringing their expertise on racial inequality to the conversation. At the same time, mobilising our networks to work with mainstream organisations to achieve the necessary changes, whilst not being disproportionately burdened by the costs, has been welcomed by all.

Trustees – many of whom are also newly appointed – and senior managers have reviewed and strengthened our governance structure and processes. This has involved not only being clearer about the role of trustees, but also being clearer about the information we need to properly support the Foundation to challenge systemic racism. A new governance manual is a milestone to be noted, however, the more significant changes include the strategic review of our vision, aims and objectives, the creation of a whole organisation theory of change, and a review of our staff structure and development goals.

The many achievements recorded in this annual report, accompanied by the strengthening of our financial position is testimony to the collegiate relationship between staff and trustees, and the skills, experience and hard work of a staff team committed to tackling racism and positively transforming the lives of Black, Asian and minoritised ethnic communities. I want to thank them all.

Within the context of recent riots and hate crimes, our work continues to be as important as ever and I also want to thank our partners, volunteers, and funders for their on-going support as we work together to challenge social inequity in all its forms.

Karin Woodley, CBE

Chair

The continuing cost of living crisis combined with the long-term impact of Covid has meant that the communities we support continue to struggle. In 2023-24, the Foundation has continued its work in delivering change. This includes groundbreaking evidence on the impact of climate change, the experiences of people with a learning disability from Black, Asian and minoritised ethnic backgrounds and other vital projects.

We continued to deploy successful solutions, such as our Strengthening Families, Strengthening Communities parenting programme, which is now accompanied by work focusing on parental conflict. We have trialled new solutions such as the Heart Age Tool, while beginning to improve support for people of African and Caribbean backgrounds who have a severe mental illness diagnosis to better access Physical Health Checks.

Working with a range of partners and networks, we continue to amplify our calls for the government to develop a race equality strategy. In the absence of a positive response, we have used our links to foster those changes that will impact on the lives of people from Black, Asian and minoritised ethnic backgrounds, such as that being taken forward by the Health Equals campaign.

The growth of the team in 2023-24 is a sign that the Foundation is a good place to work, but that the work we do, with its focus on challenging systemic racism, continues to attract people to us. The team must be commended for their efforts, including successfully securing the funds to allow us to deliver change.

Jabeer Butt, OBE
Chief Executive

Summary of 2023-24

This has been another successful year in co-producing evidence on the persistence of race inequity. We have also deployed effective solutions and influenced policy. This has most often been done through collaboration with voluntary and statutory partners. At the same time, we strengthened the Foundation's finances whilst addressing long term challenges, such as staff remuneration.

*We have used
the lessons learned
to share good practice
across central and
local government.*



Evidence

We completed 13 research-led projects that have examined how racism is impacting people of Black, Asian and minoritised ethnic backgrounds. Four have had reports and outputs published and a fifth was used in the Care Quality Commissions State of Care 2023 report. Four more projects will publish findings in 2024-25. Most importantly the randomised controlled trial examining the efficacy of the Strengthening Families, Strengthening Communities parenting programme (SFSC) successfully completed its recruitment of 672 parents and will be reporting its findings shortly.

The messages have been shared through webinars including targeted events such as one for GPs organised by the Royal College of General Practitioners. Videos and infographics have been used to improve the accessibility of the messages, which have often been shared through our growing social media presence.



Influence

We used evidence to influence national policy and thinking. For example, NHS England's board commissioned an action plan to address the inequalities identified by the report on people with a learning disability from Minority Ethnic backgrounds. The Covid-19 Inquiry agreed to commission a specific report on the impact of the pandemic on people of Black, Asian and minoritised ethnic backgrounds.

We worked with the voluntary sector and other colleagues at a local level to improve the understanding of inequality on a range of issues such as blood pressure monitoring. Key to our approach has been to identify solutions such as co-producing resources to improve the uptake of physical health checks by people with a diagnosis of severe mental illness.

We delivered our five-day SFSC core training course to 104 practitioners, of whom two thirds were from Black, Asian and Minority Ethnic backgrounds and came from a range of local authorities and services. Many of these practitioners returned to areas with existing SFSC services, and others like those from Liverpool were embedding the model for the first time through their Early Help provision.

Our work with parents has not only made better use of online support to reach diverse populations across England, but we have also used the lessons learned to share good practice across central and local government while influencing the direction of policy and research by participating in several advisory groups and contributing to research discussions.



Collaboration

Co-production has been key to our collaborations with communities, the Voluntary, Community and Social Enterprise (VCSE) sector as well as statutory partners. We have used co-production to generate evidence and develop the solutions that will better address racial inequality.

This has meant giving space to voices that have not been listened to, such as those people with a learning disability, but also ensuring that messages about what needs to change resonate with those needing better and more accessible support. It has meant that we have developed strong and long-term relationships with local organisations such as Sandwell African Caribbean Mental Health Foundation, Mum’s United from Sheffield alongside national organisation such as the Asian People’s Disability Alliance or Friends, Families and Travellers.

An area that our collaborative approach is seen strongly is with our SFSC programme with delivery of 148 thirteen-week courses with statutory and community partners across England, reaching around 1500 parents and their children. Rolling out solutions such as our SFSC parental conflict work which addresses adult relationships around the child, has also benefited from this approach – reaching 386 parents and carers, and in particular engaging specific target populations such as the Somali community through Somali Youth and Development Resource Centre and Elays Network.



Finances

As chart 1 summarises, in 2023-2023 the Foundation strengthened its financial position with a growth in income accompanied by controlling of costs leading to a surplus that has bolstered our reserves.

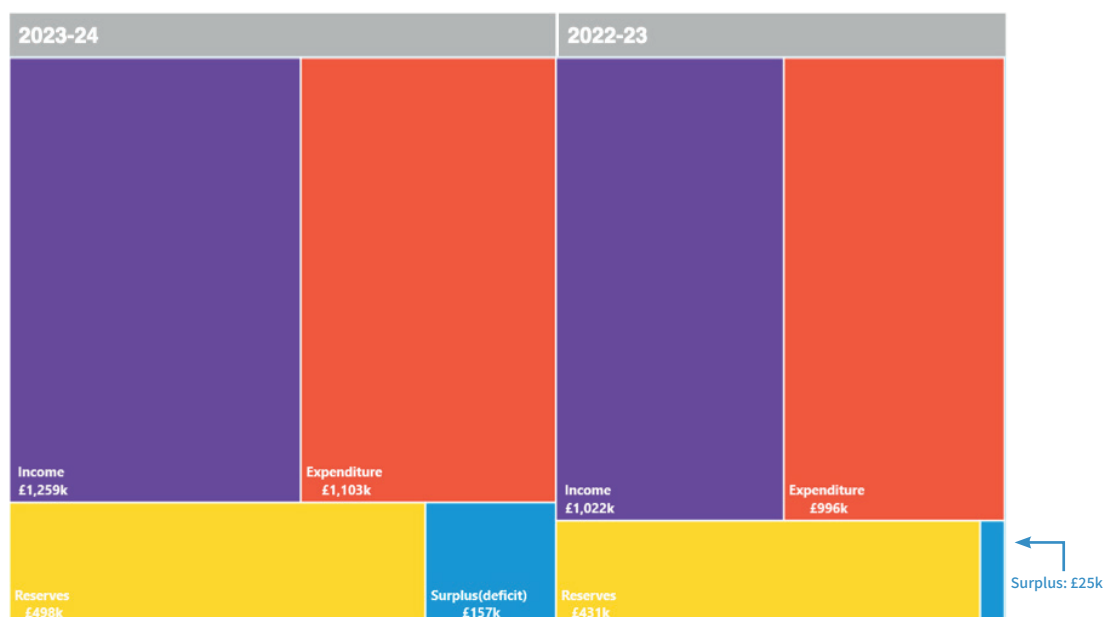


Chart 1: Income, expenditure for 2023-24 in comparison to 2022-23

Our Aims and Objectives

Vision: A society without racism.

Mission: To tackle racism in UK society and positively transform the lives of our Black, Asian and minoritised ethnic communities.

Strategic priorities



Evidence

Generate and share evidence and best practice of what works to dismantle systemic racism, always through the lens of intersectionality.



Influence

Influence policy makers, decision makers and practitioners and drive systemic change.



Collaboration

Initiate and collaborate in partnerships and networks, trial new ways of working and support our communities to tackle racism.

Our activities

Our work involves:

- 1. Evidence:** We gather data and conduct research to help us identify ways in which societal racial inequalities impact people in our communities.
- 2. Influence:** We engage with policy makers to address the structural barriers to racial equality and ensure that policy and practice does not continue to amplify the negative impacts of inequality.
- 3. Campaign:** We initiate and share evidence-based knowledge with the public, to positively impact our communities.
- 4. Intervention and prevention:** We intervene to prevent racial inequalities from being realised and to mitigate the impacts of racial inequalities already experienced.
- 5. Direct support:** Our diverse practitioners work at the heart of our communities providing direct support, knowledge and information where it is needed most.
- 6. Review:** With people with lived experience to continually review what works, why and with whom, to share best practice with policy makers and commissioners.

History

We were established as the National Institute for Social Work's Race Equality Unit in 1987, became an independent, national and Black, Asian and minoritised ethnic led charity in 1995, and changed our name to the Race Equality Foundation in 2006.

In the next sections of the report we present our work generating evidence, influencing policy and practice, campaigning for change with a range of collaborators as well as rolling out our interventions that promote prevention. After detailing how our work is reviewed, we spotlight three areas where our work delivers change.

Evidence

We continue to produce research on the impact of racism and disadvantage on the lives of people of Black, Asian and minoritised ethnic backgrounds in Britain. This research is co-produced and uses an intersectional lens to identify the barriers, solutions and to pilot better practice. In 2023-24 we completed 13 research-led projects, with a further three due to be completed in 2024-25.

Working with We Stand, we completed a Ministry of Justice commissioned research project on ***Private Family Court cases: experiences of Black, Asian and minority ethnic parents and parents in cases of alleged child sexual abuse*** to understand how Black, Asian and minoritised ethnic parents felt their personal and cultural characteristics impacted their experience of the application of the presumption, alongside exploring how allegations of child sexual abuse impacted parents' experience of the child arrangement programme and the court's application of the presumption of their case. The main report will be published in 2024-25.

In July 2023, we published the ***Not by choice - the unequal impact of the COVID-19 pandemic on disempowered ethnic minority and migrant communities*** report in partnership with University College London, and charity Doctors of the World. Funded by the Medical Research Council, UK Research and Innovation and National Institute for Health and Care Research. The report highlights that the disproportionate impact of the pandemic on minority ethnic and migrant communities was the result of the areas they lived in, their work and their housing conditions. Concerningly, these risks were known to policy makers but were not addressed in COVID-19 policies such as working from home, self-isolation, limiting interaction nor were they provided with resources that would have helped, such as sick pay.

We also completed work on a commission from The London Borough of Camden. We undertook research into the needs of adults with Autism from Black, Asian and minoritised ethnic backgrounds. We ran focus groups with carers/parents and conducted a range of services and interviews with autistic adults from these communities. We produced a draft action plan and a report, alongside a short film of key messages from the research. To aid dissemination, we produced a briefing paper too. One action was the development of an autism and race equality network group which was launched in 2023. The Autism Hub and Race Equality Foundation have been co-leading and co-chairing this project with support from the Camden Adults' Commissioning Team.

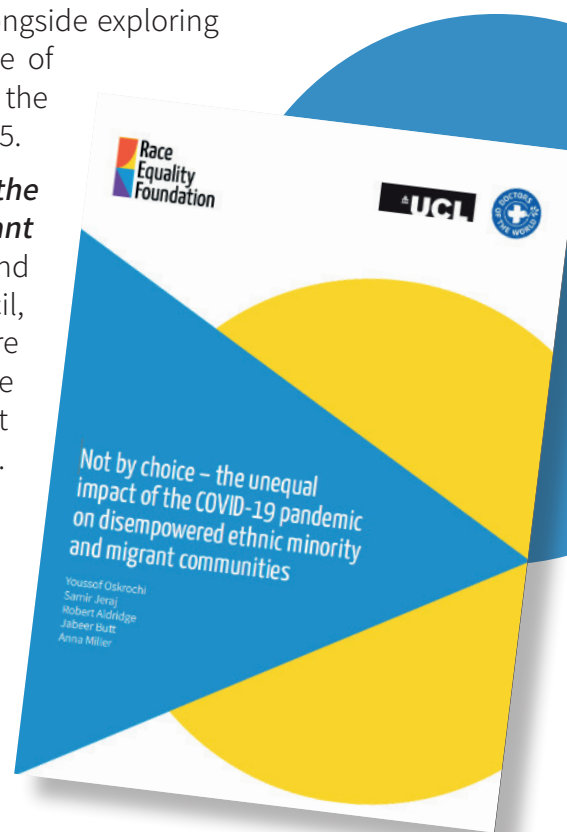


Table 1: Evidence-led projects delivered in 2023-24

Project		Funder	Completed	Reported	Published
Evidence-led co-production of the London Anti-racism Collaboration Hub		Greater London Authority	✓	✓	✓
The experience of people with Autism from Black, Asian and minoritised ethnic backgrounds		London Borough of Camden	✓	✓	✓
Everyone’s Environment – review of evidence on impact of climate change and the policy asks of people of Black, Asian and minoritised ethnic backgrounds		City Bridge	✓	✓	2024-25
Health and Wellbeing Alliance	Better Practice in palliative and end of life care for people with dementia from Black, Asian and minoritised ethnic backgrounds	Department of Health and Social Care	✓	✓	2024-25
	Increasing the uptake of physical health checks for people with Severe Mental Illness diagnosis from Black, Asian and minoritised ethnic backgrounds		✓	✓	2024-25
	Social prescribing and take-up by people from Black, Asian and minoritised ethnic backgrounds		✓	✓	2024-25
	Increasing the update of health checks by people with a learning disability from Black, Asian and minoritised ethnic backgrounds		✓	✓	2024-25
Private Family Court cases: experiences of Black, Asian and minority ethnic parents and parents in cases of alleged child sexual abuse		Ministry of Justice	✓	✓	2024-25
Racism, Trauma and Intergenerational Trauma		Barnardos	On-going		
Review of the evidence on health and care experiences of people with a learning disability from ethnic minority backgrounds		Race Health Observatory	✓	✓	✓
The experiences of people with long term health conditions from Black, Asian and minoritised ethnic backgrounds		Race Health Observatory	✓	✓	✓
Share the Pressure – Improving the blood pressure monitoring amongst people of African and Caribbean backgrounds		Burdett Trust	✓	✓	✓
Exploring the experiences of offenders in the care of South-Central Region Probation Service		South Central Region Probation	✓	✓	Internal only
Analysis of the Virus Watch data to understand the Covid pandemic experience of ethnic minority and migrant communities		NIHR	✓	✓	✓
Together: A randomised controlled trail of efficacy of the Strengthening Families, Strengthening Communities parenting programme		NIHR	✓		2024-25
Fathers Together: A study of the experience of fathers in prison from Black, Asian and minoritised ethnic backgrounds		NIHR	On-going		

98.3%
*of Black African/
 Caribbean had a heart
 age that was older
 than their actual age.*

We released the Share the Pressure report in December 2023 on ‘**nurse-led motivation of blood pressure control and shared decision making amongst ethnic minority communities using the Heart Age tool online and in primary care practices.**’ The Heart Age Tool and the training for practitioners was delivered in collaboration with Younger Lives, Smart Health Solutions, Blood Pressure UK and focused on South London. The aim of the project was to help people from an African or African Caribbean background to use a tool to undertake a short assessment to make a shared decision with healthcare practitioners on how to better manage their blood pressure. The results from the completed Heart Age Tool assessments showed that 98.3% of Black African/Caribbean individuals had a heart age that was older than their actual age. At the same time, there was lower levels of knowledge about blood pressure and lower levels of engagement with health services on this issue.

Better practice: No Barriers Here	Better practice: Uncovering	Better practice: Let Us Talk About Dying Matters
<p>No Barriers Here: This initiative uses art to create inclusive spaces for end-of-life planning discussions, emphasizing non-verbal communication.</p>	<p>Uncovering: A community-led effort in Bradford focus on understanding Pakistani women’s experiences with end-of-life care.</p>	<p>Let Us Talk About Dying Matters: This initiative organizes a comedy event to address death-related topics, aiming to destigmatize the conversation and offer practical advice for Muslim communities.</p>

Figure 1: Examples of better practice in end-of-life care

As part of our Health and Wellbeing Alliance work, funded by the Department of Health and Social Care, we continued to look at the experience of end-of-life care for people living with a Dementia diagnosis. Through engaging with people with lived experience as well as those involved in delivering support, we were able to identify three examples of better practice, including one that used comedy to explore challenging topics.

We published a blog by Professor Jonathan Koffman on using electronic systems to facilitate decision making in end-of-life-care and another by Dr Jamilla Hussain, focusing on her work with Asian women in Bradford and the conversations around end-of-life care.

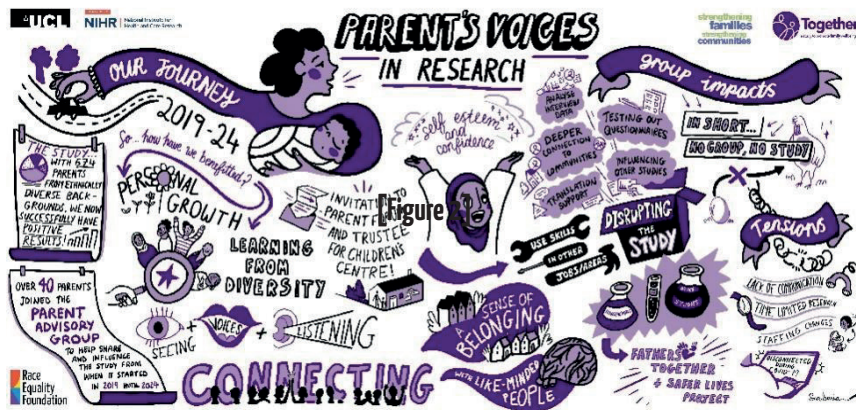


Figure 2: Visual summary of the Together Study parent advisory group

Research on our Strengthening Families, Strengthening Communities (SFSC) programme included working with UCL on the **Together Study**. During 2023-2024, data collection was completed with parents in the study for the final three and six month follow up interviews and for the process evaluation interviews with key stakeholders. The study successfully met its target of recruiting 672 parents from diverse backgrounds, even though data collection was disrupted by the Covid-19 related restrictions. The independent Trial Unit at Bangor University completed the first stage of analysis of all parent data and Professor Steve Morris at University of Cambridge began the economic evaluation. The Parent Advisory Group that supported the research continued to meet and held a workshop with an illustrator scribe to pull together the impact of the group over the lifetime of the study. The study will be formally reported in 2024-2025.

A number of other studies related to SFSC were in process this year including **Fathers Together**, an NIHR funded study with City University and UCL to explore the experiences and needs of Black, Asian and minoritised ethnic young fathers in prison, that saw the completion of close to 500 interviews across five prisons; a Youth Endowment Fund feasibility study testing the appropriateness and acceptability of data collection tools for SFSC programmes delivered to parents of young offenders; and a test and learn evaluation of the **SFSC Stronger Relationships** programmes, to reduce parental conflict, led by Dr Anita Mehay. All three of these studies will be reported in 2024-25.

Other on-going work continues, for example the review of trauma and racism. At the same time, we have started to work on a joint project, led by the National Children's Bureau to review the Youth Endowment Fund's violence prevention toolkit.

Influence

We continue to work through a range of policy and practice committees to ensure a focus on race equality and delivering change. For example, Jabeer Butt sits on both NHS England’s Mental Health Independent Advisory and Oversight Group & Programme Board which reviews and gives direction on NHS mental health services, and he also sits on its sub-committee: the Advancing Mental Health Equalities Task Force. Involvement in these committees has allowed wider influence, and the opportunity to share lessons learnt from our work on the recording of ethnicity, published in January 2023.

We completed work on the evidence-based and co-produced design of the London Anti-Racism Collaboration for Health (LARCH). This work was commissioned in 2022-2023, and we worked with our partners – Asian people’s Disability Alliance, Bridge the Gap, Croydon BME Forum and the Motherhood Group, people with lived experience, as well as statutory partners, to understand what needed to be put on place so that London could lead on the delivery of anti-racism work to ensure that all communities prospered. Engagement was wide-ranging, intense, interactive and always evidence led. A delivery plan was developed as well as initial work on some key interventions, such as a ‘race maturity index’ to help organisations make progress on anti-racism in a systematic manner. One outcome was that at the end of March 2024, the delivery of the LARCH was commissioned.

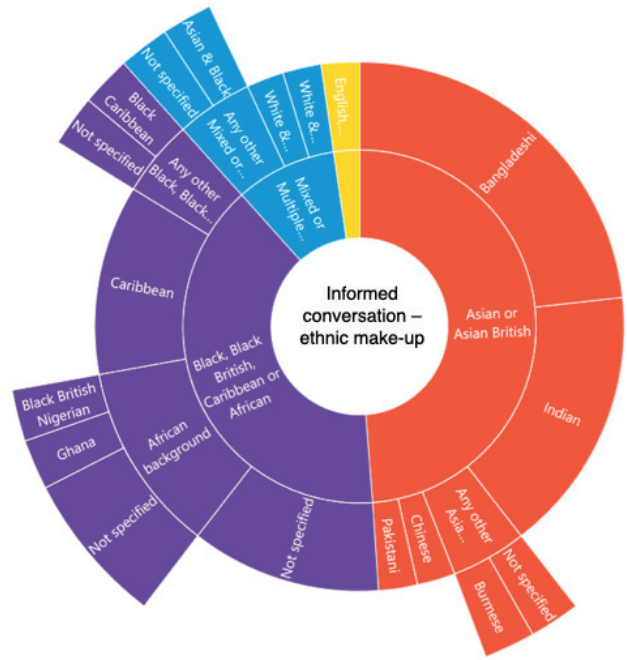
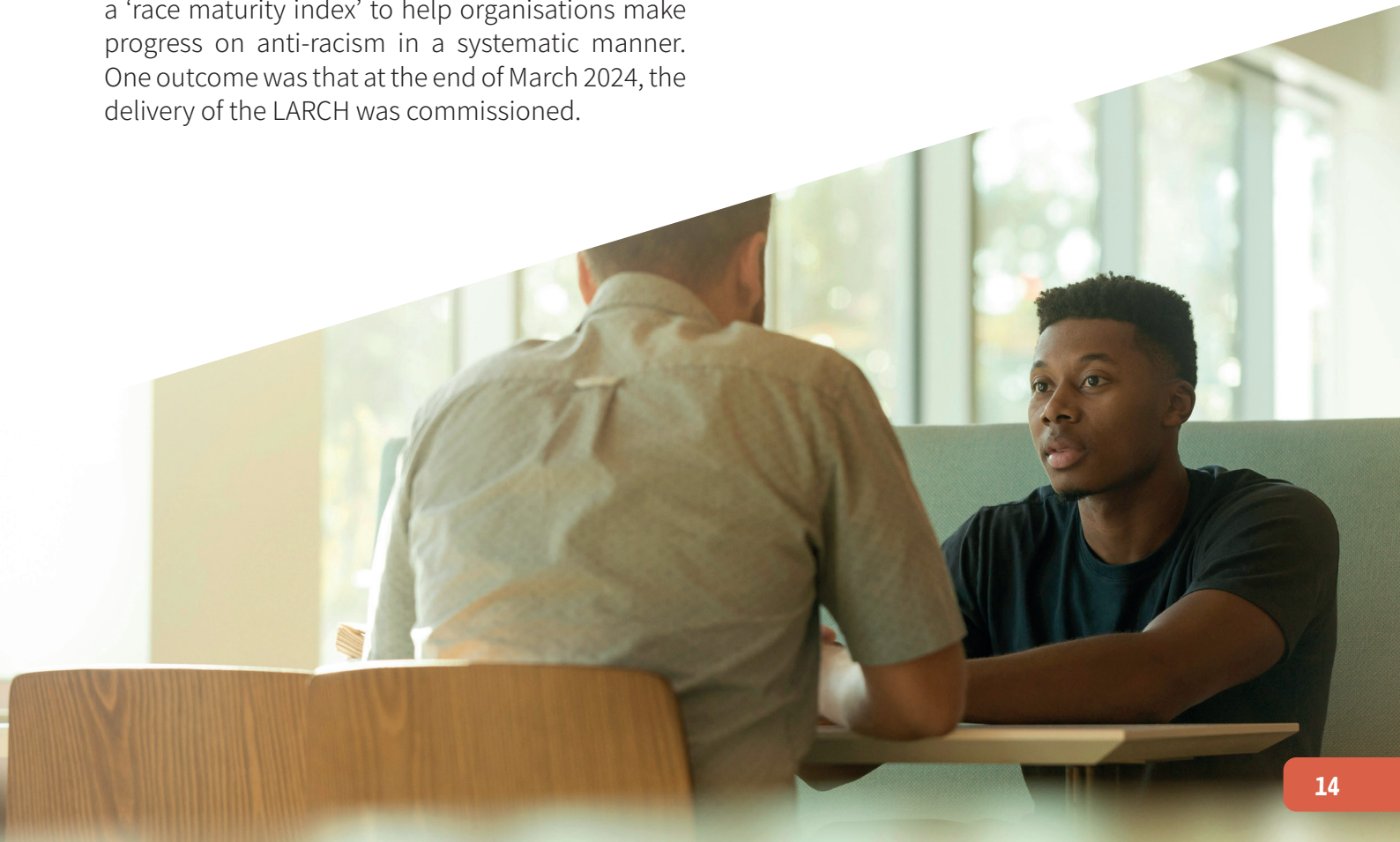


Figure 3: Ethnic make-up of co-production group for LARCH



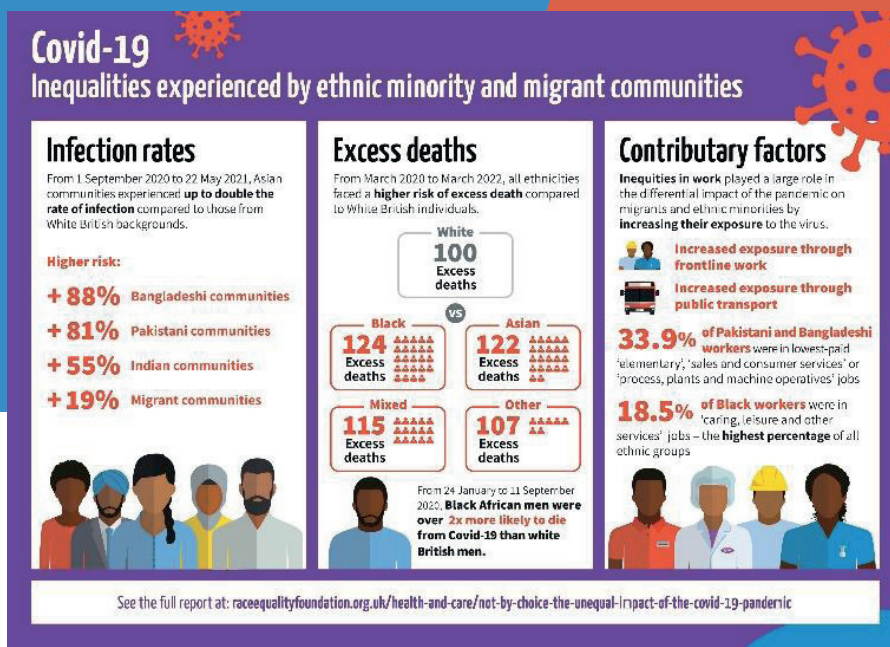


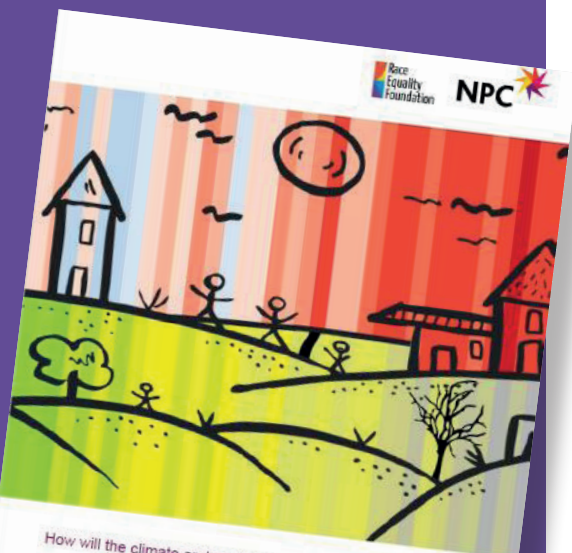
Figure 4: Summary of *Not By Choice*

We used the report **Not by Choice** in our influencing activities. This included speaking at a National Voices organised webinar, which saw 35 organisations ranging from Macmillan Cancer Care to Somali Development Services come together to explore the lessons learnt. Following this, a report was produced. Most importantly, we used our findings from the report to collaborate with Covid Bereaved Families for Justice, who are core participants in the Covid-19 Inquiry, to inform their legal team in preparation for module one, which looked at preparedness and module two, which looked at the overall response.

A key part of our input was that the likely disproportionate risk should have been anticipated, because we knew that people of Black, Asian and minoritised ethnic backgrounds were at greater risk because of the experience of systemic racism and the disadvantage that accompanies it.

Our research on the experience of Black, Asian and minoritised ethnic people living with a long-term condition such as Diabetes, HIV or a range of Autoimmune diseases saw us interview 30 people. We found a reliance on peer support in the absence of access to appropriate health care and/or a lack of trust in mainstream services. Several of our findings were echoed in statistical analysis carried out by the Care Quality Commission (CQC) and was used in the CQC's **State of Care Report** for 2023. Drawing on our work, the CQC concluded:

People from ethnic minority groups who have a long-term condition felt they were talked down to about their treatment and were not treated as individuals. They also said a lack of cultural competency was a barrier to receiving good quality care. (CQC, 2023)



Building on the engagement activities in year one of the New Philanthropy Capital-led Everyone's Environment programme, we helped produce a briefing on the impact of the climate and nature crisis on Black, Asian and minoritised ethnic communities for charities and funders. This was then used in a series of 'deliberation' sessions that we organised to identify the policy asks from these communities.



Findings from these deliberations groups were pulled together in a publication and were also used in a meeting with the Department for Environment and Net Zero. The discussion centred around what the Department could do better to inform minority ethnic communities about the plans for net zero while hearing their concerns. We also shared messages from the deliberation groups in meetings with the Labour Party shadow minister and the Liberal Party environment team. Jabeer Butt also participated in a roundtable at Labour Party Conference on the impact of poor air quality on health and wellbeing, highlighting that whilst Black, Asian and minoritised ethnic communities were at greater risk of living in areas with the poorest air quality, the evidence from the implementation of Ultra Low Emission Zone shows these area have seen the greatest improvement in air quality.

We helped produce a briefing on the impact of the climate and nature crisis on Black, Asian and minoritised ethnic communities

Campaign

We use a range of channels to share our message and campaign for the changes that are needed to deliver racial equality. A key vehicle for sharing our message has been the Foundation newsletter.

In the reporting period, the Foundation sent out 21 newsletters with an average of two going out per month. Our average open rate was 40.6% with an average click through rate of 7.3%. Our newsletter is an essential tool to keep up with subscribers who span across our audience groups to provide them with the latest updates surrounding the organisation. In the reporting period, our subscriber list went from 600 to 634.

To promote the word and recruitment of our Reducing Parental Conflict (RPC) programme, an offspring to our strengthening families, strengthening communities work, we relaunched our strengthening families, strengthening communities' newsletter to send to our trained facilitators. The audience list contains 1819 individuals, reduced from 2202 following a data cleanse. During the reporting period, we sent out seven newsletters with an average open rate of 31.75% and average click through rate of 4%. Over the coming year we aim to have a similar click through rate to that of our flagship foundation newsletter.

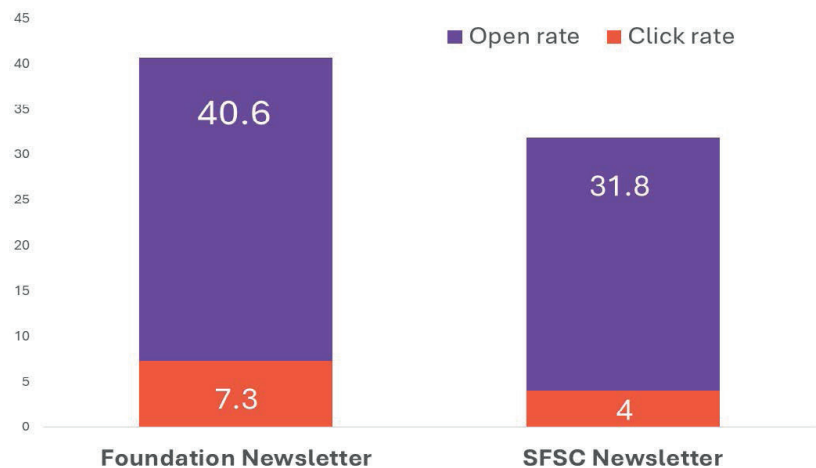


Figure 5: Percentage of newsletters opened and items clicked

Our average open rate was 40.6% with an average click through rate of 7.3%



Across the reporting period, we received 815 total mentions including mentions in the Guardian, BBC news and the New Statesman covering stories from breast cancer to facial recognition. This included a mixture of statements and our research being shared. For example, on 17 April the Guardian shared our research on Black patients reporting more negative experiences of cancer care than White patients was shared in the Guardian. Many of our mentions involved both a national and regional focus, with our joint statement on a facial recognition ban receiving coverage across local news outlets.

We continued to work with a range of organisations in taking forward the change agenda. In 2023-24 we participated in two Health Equals campaigns, whose aim is to raise consciousness about the wider determinants of health as well as, secure political support for taking action to address these and not just focus on treatment. We participated in the development of the campaigns, their launch as well as their dissemination. For instance, Jabeer Butt attended the launch of the Get Well Soon campaign at the Labour Party Conference and was interviewed as part of the social media campaign.

Our support for the National Black, Asian, Mixed Race and Minority Ethnic Transplant Alliance (NBTA) in 2023-24 also saw us support one its members: Team Margo. Team Margo established the All Party Parliamentary Group for Ethnicity Transplantation and Transfusion and led an inquiry which published the report: Where are our Nation's Donors (2023). The Foundation submitted evidence and Jabeer spoke at the launch of the report. We continued to support NBTA across their workstreams. and their chair commented:

Throughout the long existence of the National Black, Asian, Mixed Race and Minority Ethnic Transplant Alliance (NBTA), the membership and subsequent Secretarial support from the Race Equality Foundation has been of the highest order. Whether it involves hosting the physical or virtual NBTA members meetings or planning and coordinating bespoke conferences, the team led by Tracey Bignall has been consistent in their desire to assist NBTA in delivering quantitative and qualitative outcomes. - Orin Lewis

Our involvement in other network's campaigns for change continues, for instance we participated in meeting the Children's Commissioner, Dame Rachel De Souza, to highlight the need for improvement of mental health support for children, led by the Children, Young People and Mental Health Consortium. Other networks with whom we share goals include No More Exclusions (NME), who are working to end the exclusion of children and young people from schools, drawing on the evidence that Black, Asian and minoritised ethnic children continue to be at greater risk of exclusion. Our support for NME has led them to note:

No More Exclusions values how the Race Equality Foundation continues to enable our work in challenging structural racism in the education system. Our shared values and commitment to equality, justice and inclusion has created a model for grassroots organisations working together to effect radical change. Much has been achieved by us with their provision of space, resources, collaborative events and experience.



Intervention and Prevention

Our work to support the Children’s Social Care workforce continues through the SFSC training that we deliver to agencies and practitioners. This year eight SFSC core five-day training took place including one in Liverpool and one in Halifax training 104 practitioners. We continue to reach a diverse cohort of practitioners in terms of both ethnicity and range of roles.

Our advanced training to ensure ongoing professional development of practitioners has included SFSC and Reducing Parental Conflict, SFSC for Parents of 0-5’s, SFSC and Reducing Youth Violence, and SFSC Young Peoples Programmes to teams in Barking and Dagenham, Barnet, Camden, Hackney, Lambeth, Waltham Forest, Wandsworth and Sheffield.

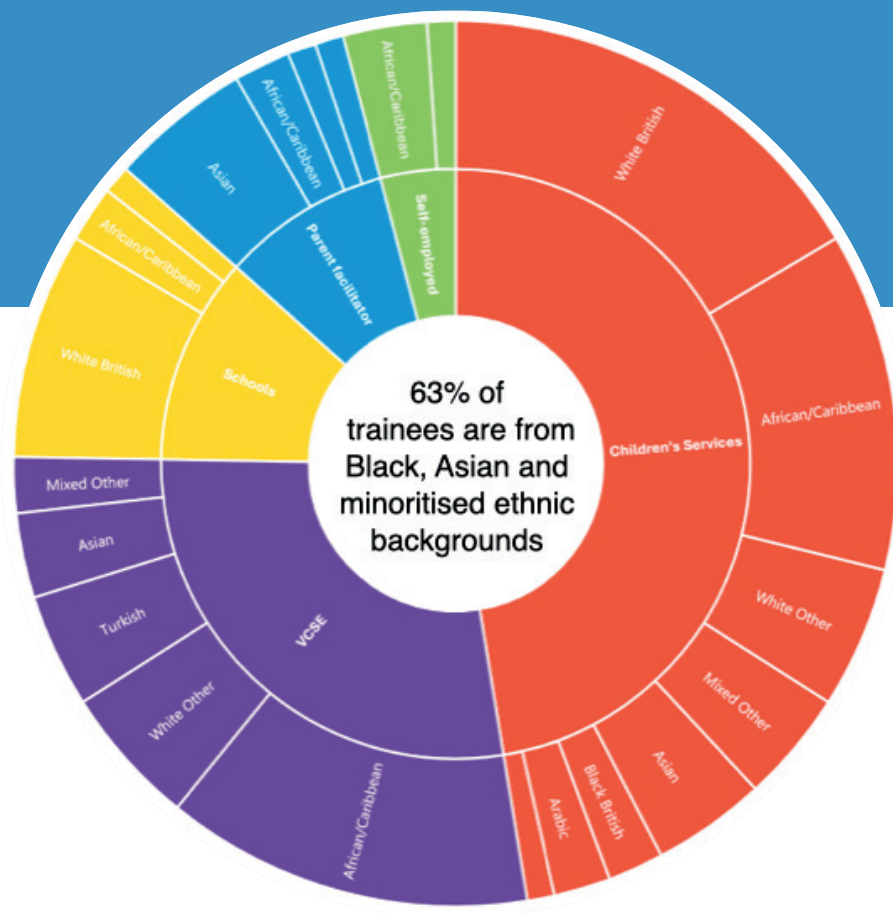


Figure 6: Sector and ethnic make-up of SFSC facilitator trainees

In 2023, we trained four facilitators from Bangladesh who joined our five-day core training alongside practitioners based in London and the UK. We collaborated with our partner agency Eduprompt, who selected and supported facilitators. Prior to the in-person training, we conducted preparatory sessions online using our four-week model, ‘An Introduction to SFSC’. Quality Assurance processes have been implemented to ensure the facilitators maintain programme fidelity and materials have also been translated into Bangla. Parents, including fathers, have been highly engaged and appreciative of the programme’s benefits. The average group size is 12 parents with attendance consistently high.

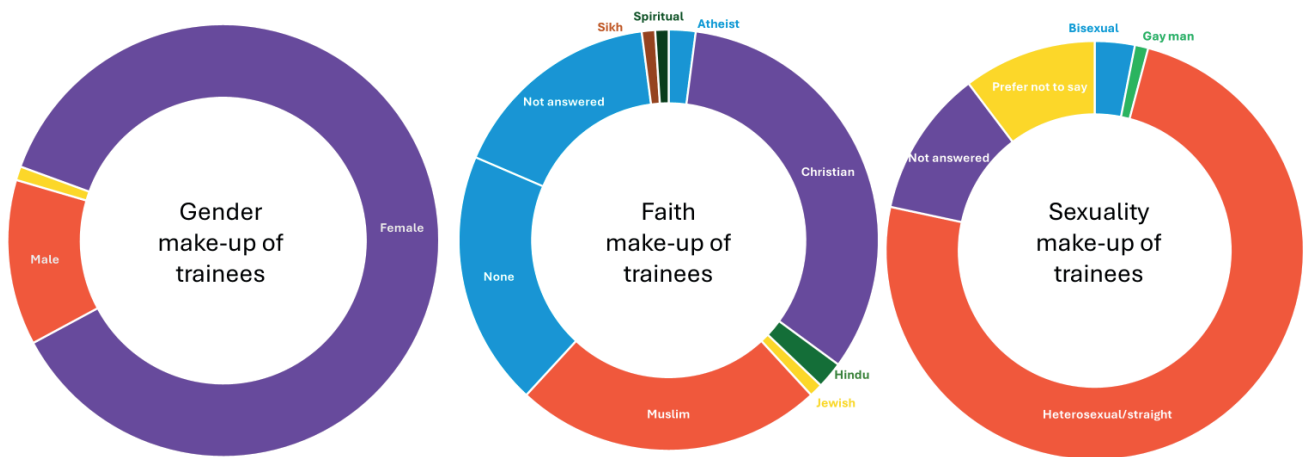


Figure 7: Demographic details of participant in SFSC five-day training

Building on our work in 2023-23, we continued work with the Severe Mental Illness (SMI) co-production group and worked with them to develop a set of resources to improve the take-up of physical health checks by people with a diagnosis of SMI from Black, Asian, and minoritised ethnic backgrounds. A video, an accessible leaflet and a collection of high-quality resources produced by others was launched at a webinar on 12th March 2024. Professor Bola Owolabi, Director – National Healthcare Inequalities Improvement Programme, NHSE, spoke as did Leila Reyburn, Programme Manager, who is responsible at NHS England for improving the take-up of physical health checks as well as Rebecca Gardner from Sandwell African Caribbean Mental Health Foundation. We had 160 participants at the webinar, from a range of backgrounds, including those working in mental health in the NHS, a range of VCSE organisations as well as national charities, such as the Centre for Mental Health.

We developed a training programme for voluntary and community organisations, recognising them as a key trusted partner in supporting people living with SMI. We delivered training to 10 voluntary organisations and a total of 84 staff members. Six sessions were delivered in London with the remaining four in taking place in Bristol, Leeds, Manchester and Sandwell.

As part of our Share the Pressure project, we worked to improve the quality of support available to people with high blood pressure by improving knowledge and understanding of health care practitioners. For example, we provided pre and post questionnaires for those attending the course, with the goal of improving knowledge, understanding and confidence amongst these healthcare professionals. We found that those who said they were very knowledgeable about blood pressure topics went from 42% pre training to 88% post training.



Figure 8: The co-produced video resource

Direct Support

We continue to consistently collect data on SFSC delivery across the country by working with a range of agencies which provides a picture of who is providing support and where. Almost 60% of SFSC programmes this year were delivered in statutory settings, with the remaining in a range of VCSE settings. Venues included Children’s Centres, Family Hubs and schools through to faith settings and youth provision. Whilst around 85% of programmes are delivered in English (with the use of some interpreters where needed), 15% of programmes were delivered in community languages with Bangla and Somali being the ones most often offered.



Figure 9: Setting SFSC was delivered

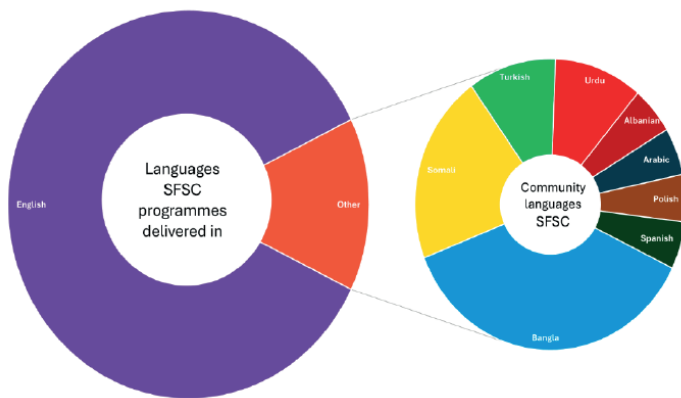


Figure 10: Languages used in delivery of SFSC

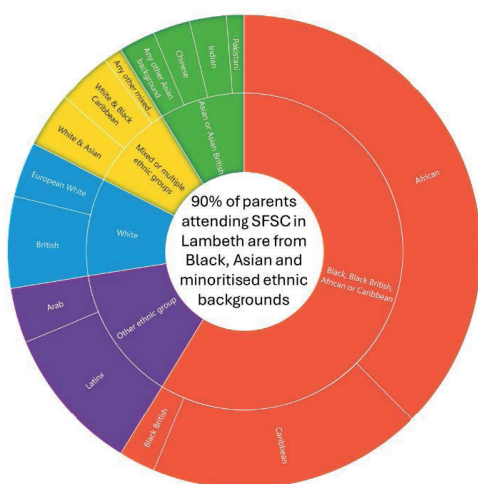


Figure 11: Ethnic make-up of SFSC parents in Lambeth

SFSC delivered contracts in Barking and Dagenham, Islington, and Lambeth that allowed us to demonstrate good practice with very specific target groups. In Barking and Dagenham, we have been helping the Start for Life and Family Hubs Team better provide services to families from Black, Asian and minoritised ethnic backgrounds by rolling out SFSC in family hubs and community venues across the borough and building the capacity of local community organisations such as Muslim Community Association, Barking Mosque, and Shpresa. In Islington, partnerships with Bright Futures sees a continued presence of SFSC in the borough, with a focus on supporting parents to focus on accessing training and education to enhance their ability to secure employment alongside our core SFSC outcomes.

Direct support to families in Lambeth has successfully expanded during 2023-2024. Six programmes were delivered, three of which were targeted at parents of 11-to-18-year-olds as part of the Lambeth Made Safer initiative. We successfully reached an ethnically diverse group of parents with 90% of participants being from Black, Asian and minoritised ethnic backgrounds. This year saw a new partnership with Indoamerican Refugee and Migrant Organisation which allowed us to deliver SFSC to Spanish speaking parents from Latin America for the first time in Lambeth.

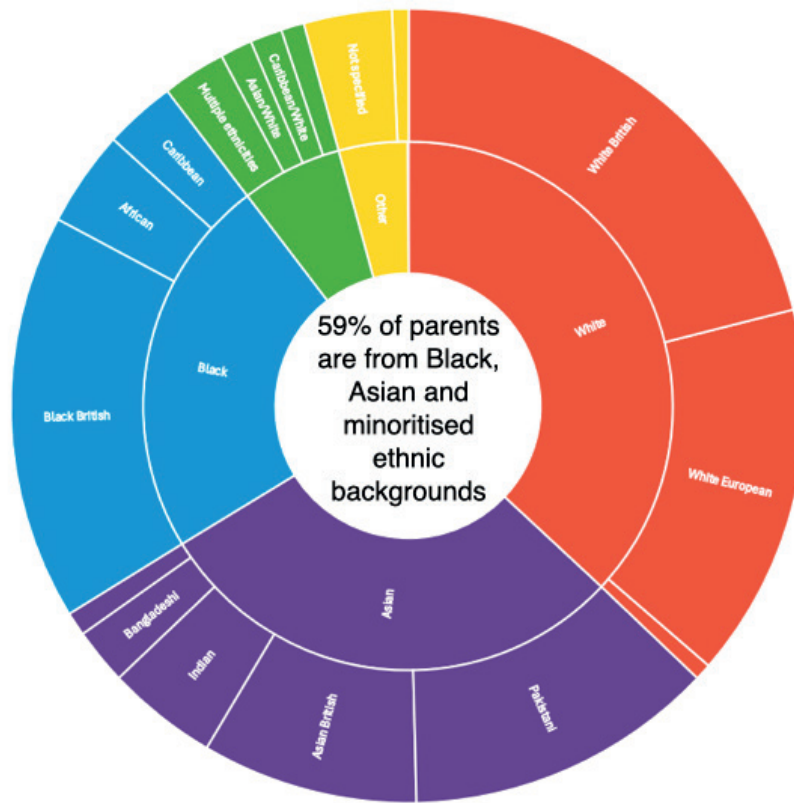


Figure 12: Ethnic make-up of parents attending the Stronger Relationships programme

This year, SFSC online support expanded significantly, largely because of the grant provided by the Department for Work and Pensions through the Challenge Fund. We continued to deliver our Introduction to SFSC six-week online course to parents, however focused attention on the new Stronger Relationships version of SFSC. We provided five in person deliveries of the 13-week version of this adapted SFSC programme to 68 parents and carers with partner organisations including Caribbean and African Health Network, Options 180 with Handsworth Methodist Church and Dope Black Dads.

During this year, the Stronger Relationships six-week online course was also delivered to 308 participants across the country providing support to both parents who live together and those that do not live in the same household to better manage their adult relationships around their children. Participants were evenly split across these two groups. Three quarters were women and around 23% were men, and the participants were ethnically diverse with around two thirds coming from Black, Asian and minoritised ethnic backgrounds.

Review

SFSC training consistently shows high levels of satisfaction with the training process and improved knowledge, understanding and confidence of attendees in working with parents.

Feedback from practitioners who take part in our training, as well as our quality assurance service, has fed into a process of review of both training and delivery materials, and has led to work developing new delivery and training materials to support SFSC facilitators to deliver the programme to parents of neurodiverse children, such as Autism Spectrum Disorder and Attention Deficit Hyperactivity Disorder. Together with North London based organisation Markfield and other expert partners, we have reviewed the programme with the aim of producing a new supplement and developing an advanced training programme for facilitators available towards the end of 2024.

Monitoring and evaluation of SFSC as well as feedback from our lived experiences groups has also contributed to the review process for the programme. For Fathers Together, lived experience has played a crucial role in both the development of the project and the way the curriculum is being sensitised for delivery in prisons.



Spotlight One

Improving experiences and outcomes of people with a learning disability from Black, Asian and minoritised ethnic backgrounds.

Evidence

A major review of the evidence on the health and care experiences of people with a learning disability from Black, Asian and minoritised ethnic backgrounds was completed with our partners University of Central Lancashire, Learning Disability England and Manchester Metropolitan University informed by a co-production group that was involved in all aspects of the project including reviewing the analysis.

The Race Health Observatory, who commissioned the work, published five reports including an easy read summary.

Influence

After noting the evidence, our report produced on life expectancy for people with a learning disability from an 'ethnic minority' background was 34 in comparison to people of a White background of 62. On the 27th July 2023, NHS England asked for a paper including actions that they should take for their October 5th meeting. At the October 5th meeting, the NHS Board committed to a range of actions, including developing a specific action plan to address ethnic inequalities. Our co-production group met twice with the team developing the action plan and were asked to support its implementation in 2024-25.

In February 2024, the Foundation hosted senior NHS colleagues including Nicola Easy, the Head of Learning Disability and Autism for a roundtable to discuss how the recommendations of the We Deserve Better reports could be best coordinated and implemented. Around 10 people from the co-production group joined 14 senior leaders to discuss how actions could be best implemented. Aspects of NHS England's plan to address ethnic inequalities was discussed and who was going to deliver these was identified.

Description automatically generated In February 2024, as part of the Royal College of General Practitioners one day essential training for GPs, Jabeer Butt and Professor Umesh Chouhan, presented the findings from the We Deserve Better report to 64 GPs. The presentation highlighted the key issues that GPs need to address, such as whether everyone who should be on the learning disability register is on it and whether Annual Health Checks are being carried out.



Figure 13: We Deserve Better Easy Read report extracts



Above: Co-production members Aisha, Sirraaj and Mary

Campaign

We led the launch of the reports, including liaising with the NHS Race and Health Observatory to develop the programme, manage the event that Jabeer Butt produced and hosted outputs from the event on our website.

We secured over 450 signs-up, with 215 attendees who included health and care practitioners and policy makers, practitioners from VCSE sector such as ACE Anglia, Inclusion North and Lancashire BME Network, to academics and researchers. At this event we also launched the specially commissioned co-produced video highlighting the findings from the report.

Jabeer Butt was also invited by the British Institute for Learning Disabilities to present at their conference on Preventing Avoidable Deaths: Stopping People with Learning Disabilities Dying Younger in November 2023. The audience was a mix of over 100 practitioners and people from communities with questions for Jabeer Butt, focusing on how GPs and others could better reach out to 'ethnic minorities' with a learning disability, particularly in areas with a small presence.

We secured funding from the Department of Health and Social Care to develop resources that will address some of the barriers to take-up of AHCs.

Intervention and Prevention

Improving take-up of Annual Health Checks (AHC) by people with a learning disability from Black, Asian and minoritised ethnic backgrounds was a key recommendation from the We Deseve Better report and echoed our work as part of the Health and Wellbeing Alliance. With support from our co-production group and working with Learning Disability England, we secured funding from the Department of Health and Social Care to develop resources that will address some of the barriers to take-up of AHCs.

Our co-production group explored the evidence on low take-up, as well as what was known about barriers and agreed the development of resources targeted at individuals, their families as well as those who collaborated with them. The aim would be to improve knowledge of how to access an AHC, what should happen during the check – including reasonable adjustments that should be made, and what should be in the action plan. The co-production group's view was that this would dispel fears about attending AHCs.

We produced a video with people who had attended an AHC, as well as carers who had supported them. We also produced an easy read information leaflet with colleagues at Lewisham Speak Up. All these materials were reviewed and signed off by the co-production group.

Moving forward, in 2024-25 these materials will be launched accompanied by a training programme for VCSE groups which will be developed and delivered, focusing on how they can use these materials to improve the take up of AHCs.

Review

The iterative nature of our approach means that we have built on evidence to influence and campaign and this was accompanied by developing interventions. We build reviews into this process to assess efficacy, but also what needs to be done. For example, the development of the AHC resources highlighted that currently these checks do not check for testicular cancer, with one carer pointing out that it was 'not culturally acceptable' for her to be checking her 43-year-old son's 'private parts'. We were told by NHS England that what is expected in AHCs is being reviewed and we have fed this insight into their review.

Spotlight Two

Improving parenting support for families with babies and young children from Black, Asian and minoritised ethnic backgrounds in the London Borough of Barking and Dagenham.

Evidence

The Foundation was approached by the Commissioning Lead from London Borough of Barking and Dagenham (LBBD) to explore the evidence as to how the SFSC approach could support families from a range of communities, particularly those from minoritised communities' who live in the borough as part of a service offer for the Best Start programme. Barking and Dagenham is one of the 75 areas that the government has identified for the Best Start in Life and Family Hubs programme which is based on evidence that the 1,001 days from conception to the age of two set the foundations for cognitive, emotional and physical development.

We have collected data throughout the first year of this project and this has been analysed by Professor Saffron Karlson covering both reach and impact. The data shows that we have reached the target group that we were commissioned to reach with around 90% of participants being from Black, Asian and minoritised ethnic backgrounds.

The data demonstrated the growth in parental confidence. On joining the programme, only 56% described feeling confident in expressing their emotions, and fewer than a third felt confident to manage their child's disruptive behaviour (31%) or their own anger (31%). By the end of the course, the confidence expressed by these parents in these areas had grown considerably, with 78% feeling confident in managing their emotions, 69% feeling confident in managing their child's disruptive behaviour and 69% feeling able to manage their own anger effectively.

Parents' attitudes about their relationships also improved over the duration of the programme.

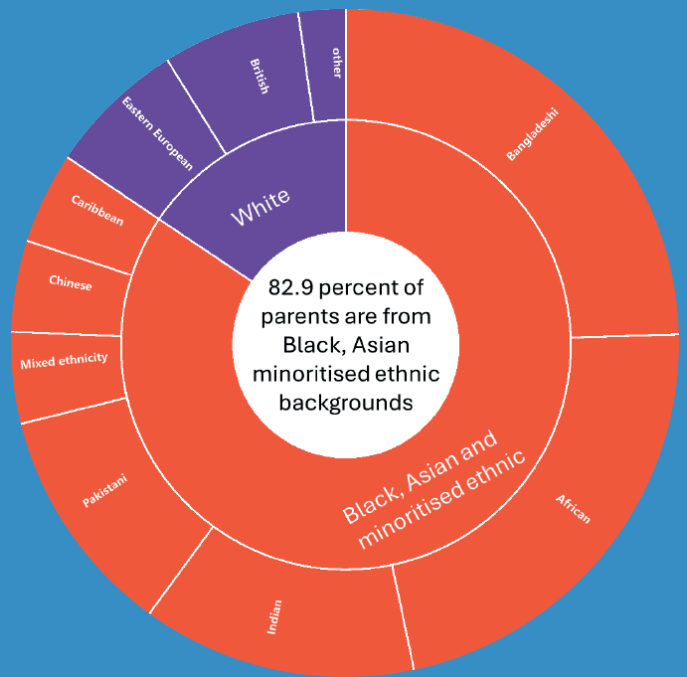


Figure 14: Ethnic breakdown of parents attending SFSC in LBBD

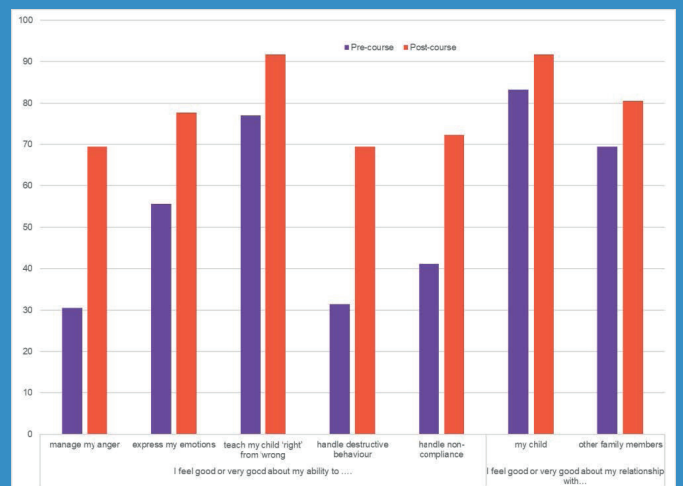


Figure 15: Change in parental confidence and parent/child relationship

By the end of the course, the confidence expressed by these parents in these areas had grown considerably.

Influence

After delivering several well attended SFSC programmes and demonstrating that demand was high, we were able to argue for an expansion of the service from six programmes a year to nine programmes a year for 2024-2025. We were also able to provide evidence of demand for creche services which led to increased funds to expand creche provision beyond the original remit of the project from January 2024.



Campaign

We have attended several community events and engaged in outreach activities to meet parents and carers of under 5s to talk about the benefits of accessing parenting support. By training key local community members as SFSC facilitators and involving them in our outreach activities we have been able to engage particularly with Bengali and Kosovan Albanian communities.

We have attended three Provider Forums in the borough and have presented on this work programme and more widely on SFSC to a range of practitioners who work across services in the early years. We have engaged with numerous agencies including to highlight our role in the borough and demonstrate how a range of Black, Asian and minoritised ethnic communities can benefit from engagement with the SFSC model. This has included Barking Mosque and Muslim Community Association.

Intervention and Prevention

Our evaluation of year one demonstrated that SFSC programmes in Barking and Dagenham had been particularly successful:

- in supporting parents/carers to adopt more positive approaches to child discipline such as relying less on approaches involving verbal or physical violence or threats.
- in improving parents' confidence to manage disruptive behaviour and non-compliance from their children and manage their anger and express their emotions more effectively.
- in feeling positively about their child's ability to have a strong sense of self-esteem, express their emotions effectively, consider others in their behaviour and ask for help when they needed it.

Review

Through discussions at monthly one to one project team meetings, frequent adjustments to the work programme are made, if required. These are reviewed with the commissioner in quarterly meetings and has led to changes to programmes in terms of numbers being delivered and their capacity (as a result of expanding creche provision). We have also used these review opportunities to reflect on the demographics of local populations and potential need, resulting in a new partnership with a community organisation, Shpresa, which allowed us to deliver directly to the Albanian speaking community. Work reviewing the Social Value requirements in the borough has also led to the development of a network of local creche workers supported by the Foundation.

Spotlight Three

Addressing parental conflict effectively with Black, Asian and minoritised ethnic families.

Evidence

We utilised learning and data from our in-person SFSC model and our introduction to SFSC Online programme alongside evidence produced as a result of the Challenge Fund Round One projects (DWP, 2021) to identify a gap in provision and develop a model of working to support Black, Asian and minoritised ethnic families to address and manage parental conflict.

The project was developed with a 'Test and Learn' approach with evaluation built in from the start. Dr Anita Mehay is the evaluator on this work and developed a methodology drawing on qualitative pre and post test data, quantitative interviews with participants and facilitators, as well as data collected throughout related to implementation.

Influence

After noting our ability to engage and deliver adult relationship support to parents and carers of Black, Asian and minoritised ethnic children and, young people at scale across several communities, we were invited to share good practice and help policy makers and local authorities. We spoke to local authority RPC leads at regional Community of Practice events in November 2023 and presented to key civil servants at the DWP RPC Programme Board in March 2024.

In addition, in February 2024 we were able to host the Ministerial lead for parental conflict, Viscount Younger, at one of our Urdu speaking groups for them to see the engagement in action.

Campaign

A significant part of this work is communicating with the parenting and family support workforce about the impact of parental conflict and the importance of signposting parents to good quality support. We have used the revamped SFSC newsletter to communicate messages relating to parental conflict every six weeks to 1800 practitioners.

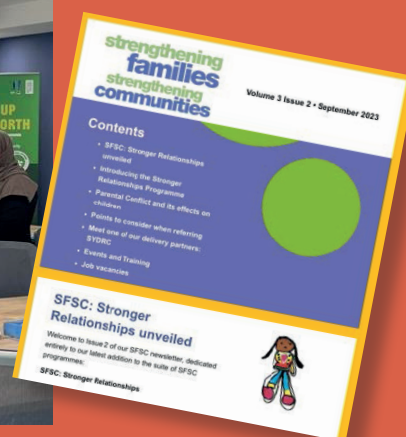
We have been implementing social media campaigns to inform the public about the support we offer and to highlight the impact of parental conflict on children.

We have used short animations to share through WhatsApp groups and on websites to explain what the benefits might be of a course focused on the adult relationship around the child.

We have developed partnerships to communicate directly to particular groups of parents such as Dope Black Dads to specifically encourage dads to improve their adult relationships with their co-parents as well as to enhance their relationships with their children.

Intervention and Prevention

Another indication of the success of our approach came when we secured further funding for additional intervention delivery for four in person programmes with a particular focus on groups that services find 'hard to reach'. This allowed us to deliver a further Urdu and Somali Speaking programme, deliver with a new community partner in Bangla and hold an evening course open only to fathers.



We have also built on the reputation we are gaining in the parental conflict space in two ways. Firstly, by encouraging local authorities to plan the sustainability of the service to parents by investing in our online Stronger Relationships course for after the DWP funding ends. So far, London Boroughs of Waltham Forest, Lambeth and Wandsworth have all invested in this. Secondly, by encouraging authorities that have already invested in SFSC for their parenting provision to consider further training for practitioners to broaden their focus to reducing parental conflict. Several areas have taken up additional training for their SFSC trained practitioners including, London Boroughs of Barnet, Bromley, Camden, Waltham Forest and Wandsworth.

Review

An advisory group, including several parents with lived experience and key VCSE partners, have been providing oversight and expert commentary on the project as well as supporting key activities such as the dissemination of the offer. Partners include Approachable Parenting, who share knowledge supporting Muslim families; Future Men, who have considerable insight into the experience of men; and the Somali Youth Development Resource Centre, with a focus on the Somali community. We have also included these organisations as co-design partners in our development of parenting plan workshops that are being piloted as part of this, alongside new partners who provided additional expertise around neurodiversity (Black Sen Mamas), health, (Caribbean and African Health Network) and social care, drugs and alcohol misuse (Options 180).

A weekly team update meeting helps us capture learning and adapt the work programme where necessary. For example, increasing the delivery of in-person community language courses in response to demand. Alongside this, monthly review meetings held with the project evaluator and monthly monitoring with Ecorys grant managers encourage an agile approach to both methodology and adjustments considering user feedback, ensuring changes can be implemented in a timely fashion.



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 2023 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. Trustee Members were reimbursed travel & subsistence expenses incurred in the performance of their duties totalling £XXX 765 (2023: £765). Trustee indemnity insurance of £100,000 (2023: £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.

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. This is the first full year that six new trustees and the new chair have led the charity, and this has seen a review of governance, including the development of new governance manual as well as a revision of our strategy. The revision of the strategy has led to the articulation of a new vision and mission statement as well as a new theory of change.

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. The coming year will see two trustee's terms come to an end we will be recruiting to replace them. We will also be recruiting to replace Clenton Farquarson, who resigned this year.

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 their skills and experience could be enhanced at any one time, then trustees can decide 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 the 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.

By the end of 2023/24 nine trustees and one non-trustee member formed the management committee.

Trustee Induction and Training

As part of the review of governance, a new governance manual has been developed, new role descriptions for trustees have also been developed as well as clarifying the roles of chair, treasurer and company secretary. In addition, a revised committee structure has been agreed. In preparation for recruitment of new trustees, a skills audit is being carried out and the plan is to use this to target knowledge and experience gaps to ensure that the strengthening of the Foundation continues and that we are better able to participate in the changing political, social, economic and environmental conditions over the coming years.

This new governance environment will help us better ensure that the induction process for new trustees will prepare them well to help the Foundation achieve its mission.

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 has reviewed its sub-committee and has agreed to a revised finance sub-committee.

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 coordinated from its premises at Unit 17 Deane House Studios, 27 Greenwood Place, London, NW5 1LB.

Risk Management

The Foundation recognises that risk management is on-going activity, and we have taken steps to address some of the key risks we have identified in the past year. This has seen us address governance related issues, putting the organisation on a stronger footing. It has also seen us address a range of workforce related issues, including recruitment and retention. A review of staffing, including remuneration was carried out with changes implemented that impacted all staff, the last of which was to increase to improve benefits, such as pension scheme but also offer loans so that staff could use more sustainable methods of transport, including purchasing bicycles. This has been accompanied by committing 1% of staffing cost to workforce development. This has already seen commissioning of organisation wide training, such as being a good manager, to specific courses depending on individual needs.

Whilst our maternity and paternity benefits were always at the top end of what was being offered by charities, we now have ensured that other benefits are at least in line with other organisations in our sector, if not better.

Further work on managing risk is already being discussed or planned. Understanding how to make the most of AI, at the same time as doing more work on ensuring all the Foundations activities are sustainable and do not further contribute to the climate and nature crisis.

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

The Foundation has continued to build on the progress we have made in strengthening our financial position. As this report and the chart below show whilst our expenditure has grown, this has been driven by securing new grants and other income and has resulted in increased income, a surplus for the year and subsequent improvement in our reserves.

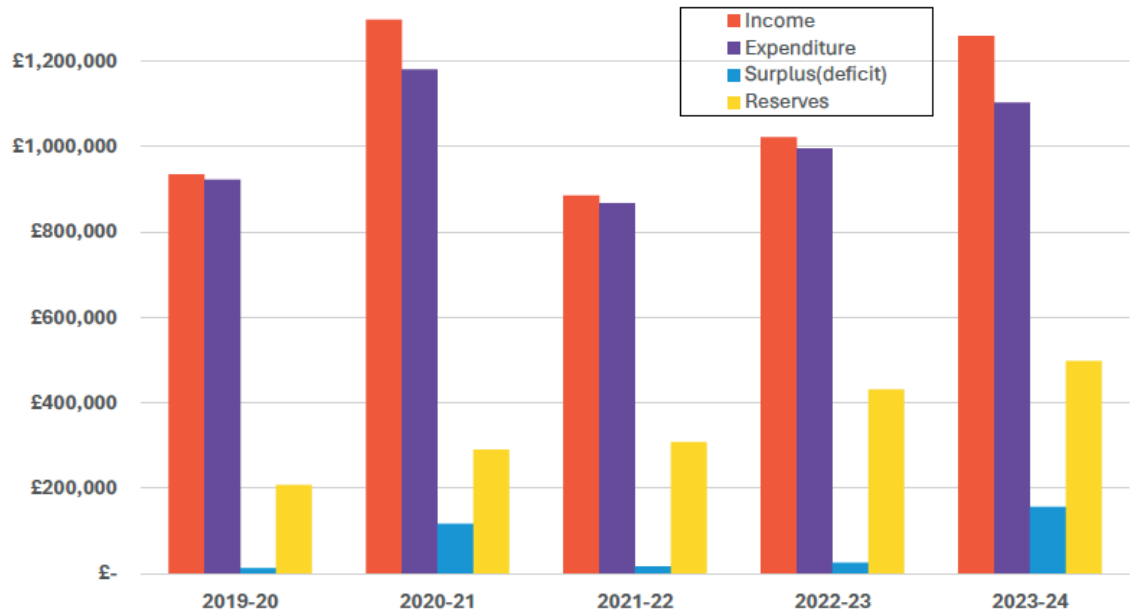


Chart 2: Income, expenditure and reserves from 2019

The continuing support received from existing grant makers such as the Department of Health and Social Care and Burdett Trust and existing partnerships such as those with University College London, has been accompanied by new funders such as the Department for Work and Pensions. A key achievement has been securing support from the MAC Glam Foundation to build on our work with children and young people.




The stronger financial footing has allowed trustees to address not only the cost of living crisis faced by staff, but also longer term decline in the value wages at the Foundation and the sector as a whole. Trustees addressed these matters with senior staff and also supported an organisation wide review and subsequent restructure that saw all staff receive improved remuneration. The final decision in this review was that trustees agreed to raise the Foundation's percentage contribution to the workplace pension scheme from the existing 3% to 5% of salary for those staff in this scheme.

The improved performance of our defined benefit pension scheme reported over the past two years has continued in to 2023-24. We reported last year on the outcome of triennial funding valuation and that this has meant from April 1st 2023, Race Equality Foundation's cash contribution rate would be reduced to 10% from 1 April 2023 to 31 March 2026 as opposed to 23.0% for the previous triennial period. The actuaries conducted their annual accounting update survey and reported on 5th May 2024 that our future liabilities continue to be more than covered by the available assets. Whilst the assumptions used for accounting purpose are different to the funding valuation (notably the discount rate used) this provided comfort to the Trustees that the long-standing risk associated with the LGPS defined benefit pension scheme, had been ameliorated. In accordance with the FRS 102 accounting standard, the reduced future contribution rate versus that which would be required to meet our current service cost accrual (at 25.3% of salaries) allows us to recognise the benefit on the Race Equality Foundation's balance sheet by increasing reserves. This increase is separately reported as a "designated"

general fund and is an estimate based on current salary levels. The estimated benefit of £58,378 (2023: £79,185) is considerably less than the accounting surplus of £2,210,000 (2023: £1,901,000) as at 31 March (and the funding surplus of £1 million as at 31 March 2022) but given the significant uncertainties associated with the assumptions used for the assessment (particularly the impact of persistent inflation on pensions) the Trustees consider the estimate to be reasonable in the circumstances. We have recorded an “asset ceiling adjustment” in our Statement of Financial Activities to eliminate the difference between the accounting surplus and the benefit that we have recognised.

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:

-  Firstly, it is to provide a source of funding when there are short-term adverse fluctuations in income or expenditure.
-  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 to facilitate an orderly process.
-  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 approximately £225,000 to £300,000. Unrestricted reserves as of 31 March 2024 were approximately £430,000, net of the investment in tangible fixed assets and excluding the designated pension reserve. The 31 March 2024 level includes the benefit of a cash grant of £100,000 received in January as a MAC Viva

Glam Charity Partner for the whole of the 2024 calendar year. Whilst the unrestricted funds, net of the MAC Cosmetics grant, exceeds the desired operational buffer, the need to retain our experienced staff, the significant risk associated with the LGPS, over which we have almost no control, and a background of political uncertainty, persuades us to maintain the current reserves level.

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

A handwritten signature in black ink, appearing to read 'Karin Woodley', is written over a dark, irregular shadowed area.

Karin Woodley, Chair

Approved on: 25th September 2024

Independent auditor's report to members of Race Equality Foundation

Opinion

We have audited the financial statements of Race Equality Foundation (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the director's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees' annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report which includes the directors' prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has [have] been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the directors of the charity for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error and to issue an Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk

is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Date: 30 September 2024

.....
Anthony Epton (senior statutory auditor)
for and on behalf of
Goldwins Limited
Statutory Auditors
Chartered Accountants
75 Maygrove Road
West Hampstead
London NW6 2EG

Statement of Financial Activities
For the year ended 31 March 2024
(including the Income and Expenditure Account)

	Notes	Restricted funds £	Unrestricted funds £	2024 Total funds £	2023 Total funds £
Income					
Donations and legacies - Donations		-	16,127	16,127	6,968
Income from charitable activities					
- Promoting good race relations	2	739,658	407,954	1,147,612	1,014,410
Investment income		-	4,367	4,367	596
Pension scheme - Interest income (net of interest on scheme liabilities)		-	91,000	91,000	-
Total income		739,658	519,448	1,259,106	1,021,974
Expenditure					
Expenditure on charitable activities					
- Promoting good race relations	3	821,892	280,711	1,102,603	996,292
Total expenditure		821,892	280,711	1,102,603	996,292
Net income/(expenditure) for the year		(82,234)	238,737	156,503	25,682
Transfer of funds		2,855	(2,855)	-	-
Other recognised gains and losses:					
- Re-measurement of the pension fund net defined liability/surplus					
-- Change in financial assumptions	14	-	(1,707,000)	(1,707,000)	1,593,000
-- Return on plan assets excluding interest income	14	-	459,000	459,000	(105,000)
-- Asset ceiling adjustment	14	-	1,158,193	1,158,193	(1,390,815)
Net income/(expenditure) and net movement in funds for the year		(79,379)	146,075	66,696	122,867
Fund balances brought forward		86,008	345,247	431,255	308,388
Fund balances carried forward	12	6,629	491,322	497,951	431,255

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 45 to 57 form a part of these financial statements.

Balance Sheet

As at 31 March 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Tangible assets	9		2,304		218
Current assets					
Debtors due within one year	10 a	293,847		247,322	
Debtors due in more than one year	10 b	29,189		52,790	
Cash at bank and in hand		410,309		414,977	
Total Current Assets		733,345		715,089	
Liabilities					
Creditors falling due within one year	11	(237,698)		(284,052)	
Net Current Assets			495,647		431,037
Total assets less current liabilities			497,951		431,255
Total Net Assets			497,951		431,255
The funds of the charity					
Restricted income funds	12		6,629		86,008
Unrestricted income funds					
- General fund	12		432,944		266,062
- Pension reserve	12,14		58,378		79,185
Total Funds			497,951		431,255

The accounting policies and notes on pages 45 to 57 form a part of these financial statements.

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

Under the Companies Act 2006, s454, on a voluntary basis, the directors can amend these financial statements if they subsequently prove to be defective.

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



Tajinder Gill, Treasurer

Approved on: 25 September 2024

Company number: 03121679

Statement of Cash Flows

For the year ended 31 March 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Net income/(expenditure)			156,503		25,682
Adjustments:					
- Investment income			(4,367)		(596)
- Depreciation			590		576
- Pension fund			(89,807)		97,185
- (Increase) in debtors		(22,924)		(164,198)	
- (Decrease)/increase in creditors		(46,354)	(69,278)	118,340	(45,858)
Net cash generated by operating activities			(6,359)		76,989
Cash provided by investing activities					
- Investment income			4,367		596
- Capital expenditure			(2,676)		-
Increase/(Decrease) in cash and cash equivalents in the year			(4,668)		77,585
Cash and cash equivalents at the beginning of the year			414,977		337,392
Cash and cash equivalents at the end of the year			410,309		414,977
Cash on deposit (less than 3 months)			406,876		412,555
Cash on current account and in hand			3,433		2,422
Total cash and cash equivalents			410,309		414,977

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.

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, or career average 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 benefits accruing during the year, to be paid when the employee retires, is calculated annually by professionally qualified actuaries and is charged to the Statement of Financial Activities described as "current service cost". 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.

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 or income; 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 or asset".

A liability recognised in the balance sheet in respect of the defined benefit plan would be 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. In accordance with FRS 102, 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 asset (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 asset/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	2024 Total funds	2023 Total funds
	£	£	£	£
Grants				
Dept. of Health – Health and Wellbeing: Framework	92,681	-	92,681	92,681
Dept. of Health – Health and Wellbeing: Severe mental illness	19,450	-	19,450	-
Dept. of Health – Health and Wellbeing: Learning disabilities	31,465	-	31,465	-
London Borough of Waltham Forest: Parental conflict	34,005	-	34,005	42,000
Barnardo’s Trauma and Racism Project	120,060	-	120,060	20,000
Burdett Trust for Nursing grant	-	-	-	179,400
Dept. of Works & Pension: Parental conflict	190,185	-	190,185	-
Youth Endowment Fund	51,015	-	51,015	-
New Philanthropic Capital: Everyone’s environment	23,844	-	23,844	-
SFSC Randomised Control Trial	17,041	-	17,041	93,693
SFSC London Borough of Westminster	-	-	-	76,797
SFSC – Other	159,912	-	159,912	73,413
ADAPT Study	-	-	-	4,448
Other income				
SFSC Training and reference material	-	151,258	151,258	172,438
Consultancy	-	256,696	256,696	259,540
	739,658	407,954	1,147,612	1,014,410
<i>2023 -</i>	<i>582,432</i>	<i>431,978</i>	<i>1,014,410</i>	

3. Expenditure on charitable activities	Central core costs (Refer to note 4) £	Staff costs (Refer to note 6) £	Direct operating costs £	2024 Total £	2023 Total £
Dept. of Health – Health and Wellbeing Framework	17,498	68,751	6,511	92,760	92,722
Dept. of Health – Health and Wellbeing: Severe mental illness	3,601	14,148	2,158	19,907	-
Dept. of Health – Health and Wellbeing: Learning disabilities	4,832	18,987	8,119	31,938	-
London Borough of Waltham Forest: Parental conflict	3,939	15,478	14,528	33,945	43,105
Barnardo’s Trauma and Racism Project	24,368	95,744	-	120,112	20,030
Burdett Trust for Nursing Grant	3,865	15,185	67,622	86,672	93,392
Dept. of Works & Pension: Parental conflict	31,014	121,859	37,607	190,480	-
Youth Endowment Fund	7,779	30,564	7,151	45,494	-
New Philanthropic Capital: Everyone’s environment	4,343	17,066	1,327	22,736	-
SFSC Randomised Control Trial	837	3,290	12,928	17,055	93,808
SFSC London Borough of Westminster	-	-	864	864	77,245
SFSC – Other	22,170	87,106	50,653	159,929	73,570
ADAPT Study	-	-	-	-	4,560
SFSC Training and reference material	5,640	22,162	62,942	90,744	103,891
Consultancy	49,327	107,369	33,271	189,967	393,969
	179,213	617,709	305,681	1,102,603	996,292
2023-	149,355	559,397	287,540	996,292	

4. Support and governance costs	2024 £	2023 £
Premises costs	83,790	80,952
Communication costs	7,883	4,948
Legal and other professional fees including consultancy	26,935	15,929
Pension scheme		
- Current service cost	37,000	68,000
- Interest cost (net of return on scheme assets)	-	(12,000)
- Contributions paid & allocated in Staff costs	(18,000)	(41,000)
- Administration expense	3,000	3,000
Office costs	35,989	26,096
Depreciation	590	576
Other costs	2,026	2,854
	179,213	149,355

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:

	2024 £	2023 £
Depreciation	590	576
Governance Costs:		
- Trustees' expenses	652	765
- Auditors' remuneration (excluding VAT)	5,833	5,850
Rentals under operating leases:		
- Property (excluding VAT)	55,258	55,258
- Equipment (excluding VAT)	661	666

6. Staff costs and numbers

Staff costs during the year were as follows:

	2024 £	2023 £
Salaries	535,690	460,540
Social security costs	50,581	45,094
Pension costs	27,315	49,935
Staff training & welfare costs	4,123	3,828
	617,709	559,397

One employee earned over £60,000 (including taxable benefits but excluding employer pension contributions) during the year (2023: One).

The total employee benefits of the key management personnel of the Foundation (Chief Executive Officer) were £82,243 (2023: £87,238).

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

	2024 No	2023 No
Chief Executive Officer	1	1
Project staff	13	11
Management and administrative staff	1	1
	15	13

7. Management Committee members' remuneration/expenses

None of the Trustees received any remuneration during the year (2023: £Nil).

During the year, travel and subsistence expenses incurred in the performance of their duties claimed by and reimbursed to Trustees was £652 (2022: £765).

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 2023	44,018	3,631	10,932	13,919	4,870	77,370
Additions	-	-	-	2,676	-	2,676
Disposals	-	-	-	-	-	-
At 31 March 2024	44,018	3,631	10,932	16,595	4,870	80,046
Depreciation						
At 1 April 2023	44,017	3,631	10,932	13,702	4,870	77,152
Charge for year	-	-	-	590	-	590
At 31 March 2024	44,017	3,631	10,932	14,292	4,870	77,742
Net book values						
At 31 March 2023	1	-	-	217	-	218
At 31 March 2024	1	-	-	2,303	-	2,304

10. Debtors	2024	2023
	£	£
Fees & grants receivable	101,664	164,824
Prepayment and other debtors	162,994	56,103
Defined benefit pension fund contributions	29,189	26,395
a) Debtors due within one year	293,847	247,322
b) Debtors due in more than one year: Defined benefit pension fund contributions	29,189	52,790

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

11. Creditors: amounts falling due within one year	2024	2023
	£	£
Trade creditors	19,420	20,087
Social security and other taxes	13,952	13,330
Value Added Tax	2,349	22,366
Pension contributions	4,812	6,003
Deferred income	130,533	166,872
Accruals and sundry creditors	66,632	55,394
	237,698	284,052

11a Deferred income

	2024 £	2023 £
Deferred income brought forward	166,872	66,310
Released to income in the year	(166,872)	(66,310)
Deferred income in the year ¹	130,533	166,872
Deferred income carried forward (see note 11)	130,533	166,872

12. Restricted and Unrestricted funds

During the year to 31 March 2024 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 2023 £	Income £	Expenditure £	Transfer of Funds £	At 31 March 2024 £
Dept. of Health – Health and Wellbeing: Framework <i>(Why wellbeing is relevant to health policy)</i>	-	92,681	(92,760)	79	-
Dept. of Health – Health and Wellbeing: Severe mental illness <i>(Better practice in mental health for black and minority ethnic communities)</i>	-	19,450	(19,907)	457	-
Dept. of Health – Health and Wellbeing: Learning disabilities <i>(Learning disability and mortality review)</i>	-	31,465	(31,938)	473	-
Waltham Forest Parental Conflict <i>(Healthy relationships through SFSC)</i>	-	34,005	(33,945)	(60)	-
Barnardo’s Trauma and Racism Project <i>(Investigate the impact of trauma & racism on young people, children and families)</i>	-	120,060	(120,112)	52	-
Burdett Trust for Nursing <i>(High blood pressure amongst Black African and Caribbean people)</i>	86,008	-	(86,672)	664	-
Dept. of Works & Pension: Parental conflict <i>(Addressing Parental Conflict effectively with Black, Asian and minority ethnic families)</i>	-	190,185	(190,480)	295	-
Youth Endowment Fund <i>(Parenting and serious violence pilot)</i>	-	51,015	(45,494)	-	5,521
New Philanthropy Capital: Everyone’s environment <i>(Accelerate action on the social impacts of the environmental crisis)</i>	-	23,844	(22,736)	-	1,108
SFSC Randomised Control Trial <i>(evaluating the effectiveness of parenting programmes)</i>	-	17,041	(17,055)	14	-
SFSC Westminster	-	-	(864)	864	-
SFSC parenting programmes for other London Boroughs	-	159,912	(159,929)	17	-
Total restricted funds	86,008	739,658	(821,892)	2,855	6,629

12. Restricted and Unrestricted funds (continued)

	At 1 April 2023	Income	Expenditure	Transfer of Funds	At 31 March 2024
	£	£	£	£	£
Total unrestricted funds					
- General fund	266,062	428,448	(280,711)	19,145	432,944
- Pension reserve	79,185	91,000	(89,807)	(22,000)	58,378
Total unrestricted funds	345,247	519,448	(370,518)	(2,855)	491,322
Total funds	431,255	1,259,106	(1,192,410)	-	497,951

Fund balances at 31 March	Restricted Funds £	Unrestricted Funds £	As at 31 March 2024 £	As at 31 March 2023 £
Are represented by:				
- Tangible fixed assets	-	2,304	2,304	218
- Current assets due within one year	6,629	697,527	704,156	662,299
- Current assets due in more than one year	-	29,189	29,189	52,790
- Creditors: amounts falling due within one year	-	(237,698)	(237,698)	(284,052)
Total net assets	6,629	491,322	497,951	431,255
	2023-	86,008	345,247	431,255

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 2022 by Barnett Waddingham LLP which determined that the charity’s contribution rate should be reduced from 23.0% to 10.0% for the 3 years commencing 1 April 2023 due to a £1 million funding surplus.

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 2024 in respect of its pension obligations under the LGPS. This information, reported on 24th May 2024, shows a net surplus of £2,210,000 as at 31 March 2024 (2023: £1,901,000) before an asset ceiling adjustment. In accordance with the provisions of the Charities SORP (FRS102) the criteria for recognition of a surplus are either a cash refund or reduced future contributions. The defined benefit asset of £58,378 (2023: £79,185) recognised in these financial statements is an estimate of the impact of reduced contributions for the next two (2023: three) years. The difference between the accounting valuation and the reduced future contributions is recognised by the recording of a reduction in the “asset ceiling adjustment” of £1,158,193 (2023 increase: £ (1,390,815) 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 £18,000 (2023: £41,000). Contributions totalling £2,869 in respect of LGPS (2023: £4,457) were payable to the fund at the year end and are included in creditors.

14 Pension commitments (continued)

The major assumptions used by Barnett Waddingham LLP were as follows:	2024 %	2023 %
Rate of increase in salaries	3.90	3.90
Rate of increase in pensions (CPI)	2.90	2.90
Discount rate	4.90	4.80

The mortality assumptions used were:	2024 Years	2023 Years
Longevity at age 65 retiring today		
- Males	20.8	21.1
- Females	23.3	23.5
Longevity at age 65 retiring in 20 years		
- Males	22.0	22.3
- Females	24.7	25.0

The estimated asset allocation in the scheme and present value of scheme liabilities were:	2024 £000	2023 £000
Equities	2,914	2,734
Gilts	94	69
Property	363	389
Cash/temporary investments	130	153
Alternative assets	800	751
Other managed funds	960	650
Far value of scheme assets (bid value)	5,261	4,746
Present value of scheme liabilities	(3,051)	(2,845)
Net surplus	2,210	1,901

The reconciliation of opening and closing balances of the present value of the defined benefit obligation is as follows:	2024 £000	2023 £000
Opening defined benefit obligation	2,845	4,280
Current service cost	37	68
Interest cost	135	110
Change in financial assumptions	(44)	(1,384)
Change in demographic assumptions	(41)	(67)
Experience loss/(gain) on defined benefit obligation	199	(91)
Estimated benefits paid (net of transfers in)	(94)	(85)
Contribution by scheme participants	14	14
Closing defined benefit obligation	3,051	2,845

14 Pension commitments (continued)

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	£000	£000	£000	£000
Adjustment to discount rate	+ 0.5%	+ 0.1%	0.0%	- 0.1%	- 0.5%
- Present value of total obligation	2,848	3,009	3,051	3,094	3,278
- Projected service cost	33	36	37	38	42
Adjustment to long term salary increase assumptions	+ 0.5%	+ 0.1%	0.0%	- 0.1%	- 0.5%
- Present value of total obligation	3,084	3,057	3,051	3,045	3,019
- Projected service cost	37	37	37	37	37
Adjustment to pension increases and deferred revaluation	+ 0.5%	+ 0.1%	0.0%	- 0.1%	- 0.5%
- Present value of total obligation	3,249	3,089	3,051	3,014	2,875
- Projected service cost	42	38	37	36	33
Adjustment to life expectancy assumptions	+ 1 year		None		- 1 year
- Present value of total obligation	3,166		3,051		2,940
- Projected service cost	38		37		35

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

	2024 £000	2023 £000
Opening fair value of scheme assets	4,746	4,711
Interest on assets	226	122
Return on assets less interest	354	(105)
Other actuarial gains/(losses)	-	51
Administration expenses	(3)	(3)
Contributions by employer including unfunded	18	41
Contributions by fund participants	14	14
Estimated benefits paid (net of transfers in and including unfunded)	(94)	(85)
Fair value of scheme assets (bid value)	5,261	4,746
Asset ceiling adjustment	(2,152)	(1,822)
Closing fair value of scheme assets	3,109	2,924

14 Pension commitments (continued)

The reconciliation of scheme assets and liabilities is as follows:	Assets £000	Liabilities £000	Total £000
At 1 April 2023	2,924	(2,845)	79
Benefits paid	(94)	94	-
Employer contributions	18	-	18
Fund participant contributions	14	(14)	-
Current service cost	-	(37)	(37)
Administration expense	(3)	-	(3)
Interest income/(expense)	226	(135)	91
Experience gain on defined benefit obligation	-	(199)	(199)
Other actuarial gains/(losses)	-	-	-
Re-measurement gains/(losses)			
- Change in financial assumptions	-	44	44
- Change in demographic assumptions	-	41	41
- Return on plan assets excluding interest income	354	-	354
- Asset ceiling adjustment	(330)	-	(330)
At 31 March 2024	3,109	(3,051)	58

15 Financial commitments

At 31 March 2024 the charity had the following future minimum lease payments under non-cancellable operating leases for the following periods:

Payments due	Land and buildings		Other	
	2024 £	2023 £	2024 £	2023 £
Not later than one year	-	-	661	666
Later than one year and not later than five years	-	-	1,983	-
Total	-	-	2,644	666

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 10 members as at the current year end of 31 March 2024, and there were 10 members at the end of 2023.

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 re-imbursment of Trustees travelling expenses (see Note 7).

19 Comparative Statement of Financial Activities (Year ended 31 March 2023)

	Notes	Restricted funds	Unrestricted funds	2023 Total funds	2022 Total funds
		£	£	£	£
Income					
Donations and legacies - Donations		-	6,968	6,968	48,031
Income from charitable activities					
- Promoting good race relations	2	582,432	431,978	1,014,410	748,398
- Coronavirus job retention scheme	6	-	-	-	1,525
Investment income		-	596	596	36
Total income		582,432	439,542	1,021,974	797,990
Expenditure					
Expenditure on charitable activities					
- Promoting good race relations	3	498,434	497,858	996,292	867,300
Total expenditure		498,434	497,858	996,292	867,300
Net income for the year		83,998	(58,316)	25,682	(69,310)
Transfer of Funds		2,010	(2,010)	-	-
Other recognised gains and losses:					
- Re-measurement of the pension fund net defined liability					
--Change in financial assumptions		-	1,593,000	1,593,000	175,000
--Return on plan assets excluding interest income		-	(105,000)	(105,000)	343,000
--Asset ceiling adjustment	14	-	(1,390,815)	(1,390,815)	(431,000)
Net income and net movement in funds for the year		86,008	36,859	122,867	17,690
Fund balances brought forward		-	308,388	308,388	290,698
Fund balances carried forward		86,008	345,247	431,255	308,388