



Annual Report & Financial Statements

31 March 2025

Company Limited by Guarantee registration number 03121679 (England and Wales)

Charity Registration Number 1051096

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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 3 November 1995.

Management Committee

Karin Woodley CBE - Trustee and Chair

Reena Anand - Trustee

Melvina Owusu - Trustee

Professor Jagbir Jutti-Johal - Trustee

Patricia Lawson - Trustee and Treasurer (Treasurer since February 2025)

Amanda Pinto KC - Trustee

Tajinder Gill - Trustee and Treasurer (resigned November 2024)

Professor Gurch Randhawa - Trustee (resigned November 2024)

Donald Mbeutcha - Trustee (resigned January 2025)

Samia Benbrih - Trustee (appointed May 2025)

Dunston Patterson - Trustee (appointed May 2025)

Vijay Patel - Trustee (appointed May 2025)

Chief Executive

Jabeer Butt OBE

Registered office and operational address

Unit 17 Deane House Studios
27 Greenwood Place, London NW5 1LB

Company registration number

03121679 (England and Wales)

Charity registration number

1051096

Auditors

Goldwins Ltd

Actuaries

Barnett Waddingham LLP

Bankers

Barclays Bank PLC

Trustees' Annual Report



Chair's Report

This past year has been one of continued momentum for the Race Equality Foundation. As Chair, I have again been struck by the depth of commitment, knowledge, and energy shown by our staff, partners, and volunteers in tackling systemic racism and striving to improve the lives of Black, Asian and minoritised ethnic communities.

The Foundation has delivered impactful work across a broad range of areas – from health equity and mental health and wellbeing services to environmental justice – with co-production embedded throughout, once again positioning itself at the forefront of evidence-based advocacy and intervention. Some of the Foundation's highlights this year have been the conclusion of a five-year Randomised Controlled Trial on the efficacy of the Strengthening Families, Strengthening Communities programme, and Jabeer's appointment to the Net Zero Council, as well as his BBC commentary on the Police Race Action Plan.

Alongside this, Trustees and senior leadership have taken further steps to strengthen our governance. Building on the improvements made in the previous year, including the introduction of a new governance manual, a refreshed theory of change, and a restructured staff development plan, we have now initiated a more systematic approach to board succession, performance review and oversight. These measures aim to ensure that the Foundation is both agile and robust, ready to meet the challenges and opportunities ahead.

A particularly heartfelt moment for the board this year was the departure of Professor Gurch Randhawa and Tajinder Gill, who both concluded their second three-year terms. Their insight, rigour, and generosity have been instrumental in guiding the Foundation's strategy and deepening our commitment to anti-racism. Tajinder, as Treasurer, brought discipline and care to our financial planning; Gurch, with his academic grounding and quiet leadership, ensured our work remained evidence-informed and impactful. We also said goodbye to another trustee, Donald Mbeutcha. On behalf of the Board and the Foundation as a whole, I extend our deepest thanks to them all for their contributions.

To replace these trustees, we were pleased to welcome Samia Benbrih, Dunston Patterson, and Vijay Patel to the board as newly appointed trustees.

As we look to the future, our collective resolve remains unwavering. Whether responding to longstanding injustices or emerging threats, the Foundation continues to bring people together to co-produce change: founded on trust, respect, and equity.

Thank you to everyone who has contributed to our work over the past year. I look forward to continuing this journey with all of you.

Karin Woodley CBE

Chair

October 2025

Chief Executive's Report

This year's report begins in the shadow of profound national events. The horrific murders of three young girls in Southport in July 2024 shocked us all. The riots that followed in August 2024, which were stoked by misinformation and disinformation, that fed on racism and Islamophobia, exposed deep fractures in our society and caused fear and harm in many of the communities we work alongside.



In response, the Race Equality Foundation moved quickly to convene a series of national webinars. These created space for dialogue and reflection, bringing together diverse voices to examine what happened, why, and how we must respond. These conversations surfaced uncomfortable truths about structural racism, about the persistence of gendered violence, and about how narratives are weaponised. But they also reaffirmed the power of solidarity, and the need for long-term prevention.

Prevention has always been central to our mission. This year, that commitment was evident in many strands of our work, from supporting parents through the Strengthening Families, Strengthening Communities programme, to advancing health equity through co-produced research and policy. But it was particularly visible in the work that pushes boundaries. Our recent project with fathers in prison, for example, broke new ground by drawing on the expertise of an advisory group entirely made up of people with lived experience. Their insights challenged assumptions, shaped solutions, and reminded us of the importance of listening to those closest to the issues.

As we look ahead, we do so with renewed purpose. New work is already underway, building on the lessons from the past year. While this sits just outside the scope of this report, it reflects our enduring belief that lasting change requires not only a response, but vision.

To our staff, trustees, partners, and community collaborators: thank you for your dedication and trust. It is through your commitment that we continue to make progress, towards a more just, inclusive, and hopeful future.

Jabeer Butt OBE
Chief Executive
October 2025



Evidence

Over the course of 2024–25, the Race Equality Foundation delivered 13 research and evaluation projects, each focused on how racism shapes the lives of Black, Asian and minoritised ethnic communities. Co-production remained central, ensuring that the voices of those with lived experience shaped both the findings and the actions that followed.

The Foundation completed recruitment of 674 parents to the Together study, a major randomised controlled trial of the Strengthening Families, Strengthening Communities (SFSC) programme: a sample which exceeded what was required. Alongside the trial, economic and process evaluations were also undertaken, and three academic papers have been submitted for publication. The Fathers Together project worked with more than 480 young fathers in prison and the community across six sites, demonstrating that a tailored parenting programme was both deliverable and welcomed in the secure estate.



Influence

The Foundation's work this year significantly shaped responses to racial injustice, particularly following the racist riots of August 2024. In response to the unrest, the Foundation convened four national webinars that brought together stakeholders from across evidence, voluntary, and statutory sectors. Over 400 participants attended, and a subsequent report called for a public health approach to serious violent disorder and the creation of clear national and local frameworks for prevention and response.

The Foundation also contributed to campaigns for safe housing and youth justice and supported organisations working to respond to the harm caused by the riots.

In health, the Foundation played a key role in shaping training on annual health checks for people with learning disabilities, aiming to address persistently low take-up among racially minoritised communities.

The development of the Race Equity Maturity Index continued to support health and care sector organisations in assessing and improving their anti-racist practice. 124 downloads were recorded by March 2025 and implementation is underway in parts of the health and care system.



Collaboration

Collaboration was a defining feature of the Foundation’s work in 2024–25. Sixteen grassroots organisations were trained to improve voter registration and awareness of voter ID. Evaluation of the training found that participants increased their understanding of voter registration and new voter ID requirements, and that most had either delivered or were planning to deliver local engagement sessions.

The Foundation continued to co-develop culturally relevant public health messaging with voluntary sector partners, including on antimicrobial resistance and mpox. A new collaboration in Manchester was launched to produce dementia-related information with community and statutory partners. The Foundation also piloted an open access SFSC programme for fathers in London, running two courses with participants drawn from across the city. To support future delivery, a new SFSC trainer pack was launched in March 2025.



Finances

2024-25 saw the Foundation generate more income than 2023-24, however we have spent more too, in part driven by the Trustees’ decision to invest in strengthening the infrastructure of the Foundation. This led to a small deficit for the financial year.

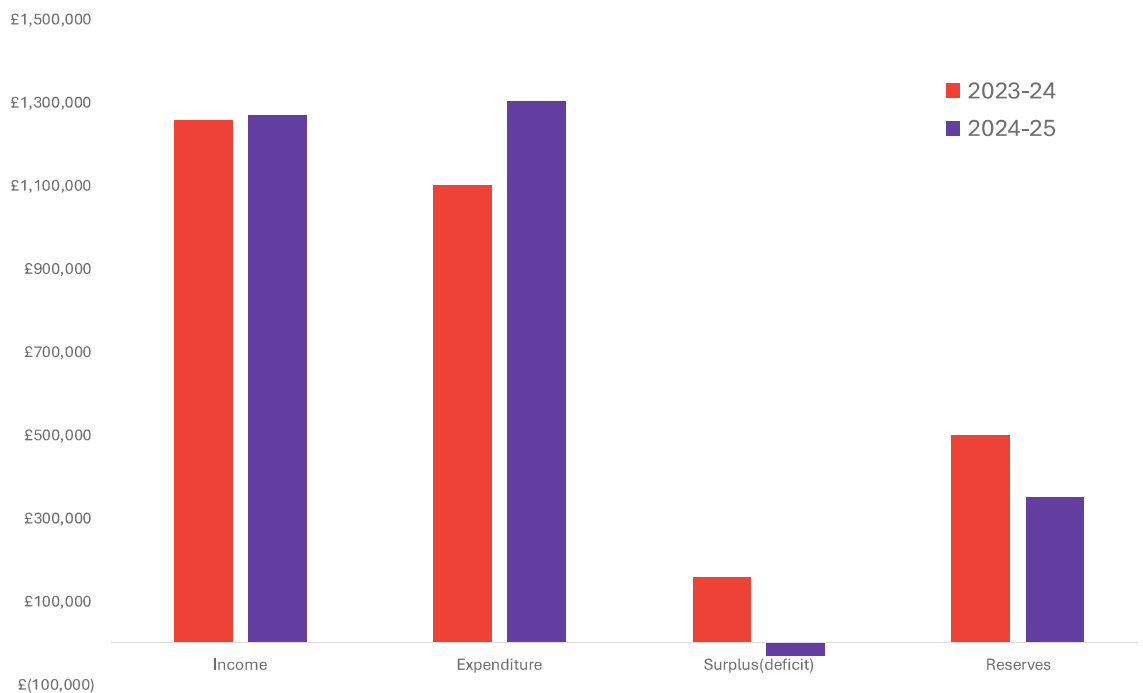


Chart 1: Income, expenditure for 2024-25 in comparison to 2023-24 - Highlights

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.

Evidence

In 2024–25, we continued to generate high-quality, co-produced research that addresses the persistence of racial inequality across health, social care, justice and community settings. This year’s portfolio ranged from large-scale, multi-year studies to targeted investigations into dementia care, severe mental illness, social prescribing, and the experiences of parents in private family courts.

Some projects have already been published and are shaping national policy and practice, while others will report in 2025–26. Across all of them, we have combined robust evidence with the insight of people with lived experience to uncover barriers, test practical solutions and highlight examples of better practice.

Social Prescribing

This year, we investigated how social prescribing is working for people from Black, Asian, and minoritised ethnic backgrounds. While the model aims to connect people to non-medical community support – from befriending groups to debt advice and nature-based activities – evidence has shown limited ethnicity data and low engagement from communities most affected by health inequalities.

Working with partners including London Plus, Transformation London, and NHS England, we analysed data from diverse locations, including Islington, Camden, Ealing, and Kirklees. The Kirklees dataset, collected across nine Primary Care Networks, included detailed demographic breakdowns of over 4,900 referrals between April and December 2023. This allowed us to compare the ethnic profile of people referred with local population data, revealing both over- and under-representation of particular communities.

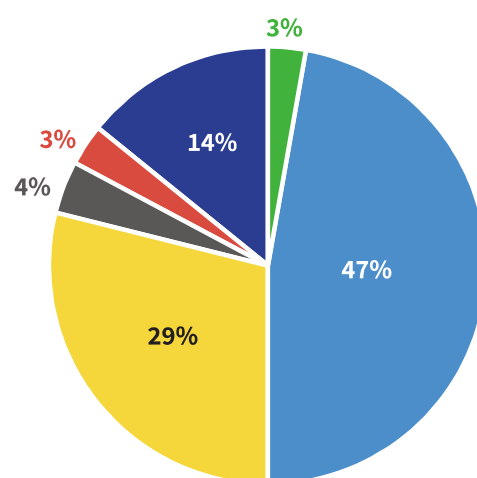
Alongside the data review, we explored targeted initiatives in Camden and Ealing to address low uptake among Black, Asian, and minoritised ethnic communities. These projects demonstrated the importance of culturally relevant approaches, active community engagement, and better recording of ethnicity data to understand and address inequalities.

Key lessons learned:

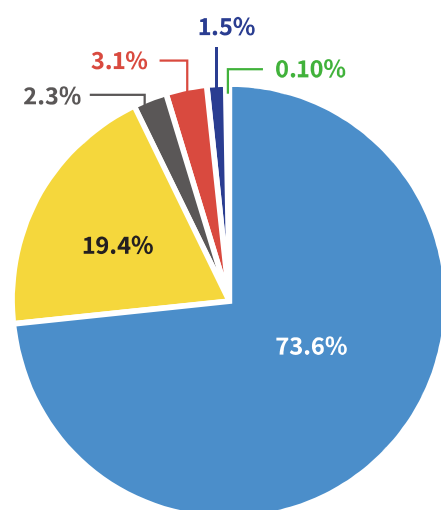
- **Data matters** – detailed and disaggregated ethnicity data is essential to identify disparities in access and outcomes.
- **Representation and trust are critical** – community-led promotion and trusted intermediaries can significantly improve engagement.
- **One size does not fit all** – tailoring activities and referral pathways to cultural and community contexts increases uptake.

Charts 2a + 2b (right) show greater referral of ethnic minorities to social prescribing

Ethnicity - Updated Data Set Kirklees



Ethnicity - ONS 2021



- White
- Asian or Asian British
- Black, Black British, Caribbean or African
- Mixed or multiple ethnic groups
- Other ethnic group
- Not given/not stated/refused

Table 1: Evidence-led projects delivered in 2024-25

Project		Funder	Completed	Reported	Published
Racism, Trauma and Intergenerational Trauma		Barnados	✓	✓	2025-26
Health and Wellbeing Alliance	Mpox Communications Review for UKHSA	Department of Health and Social Care	✓	✓	Internal only
	Increasing the uptake of physical health checks for people with Severe Mental Illness diagnosis from Black, Asian and minoritised ethnic backgrounds		✓	✓	✓
	Social prescribing and take-up by people from Black, Asian and minoritised ethnic backgrounds		✓	✓	✓
	Increasing the uptake of health checks by people with a learning disability from Black, Asian and minoritised ethnic backgrounds		✓	✓	2025-26
	Antimicrobial Resistance Campaign Review for UKHSA		✓	✓	Internal only
Private Family Court cases: experiences of Black, Asian and minority ethnic parents and parents in cases of alleged child sexual abuse		Ministry of Justice	✓	✓	Delayed by General Election
Together: A randomised controlled trial of efficacy of the Strengthening Families, Strengthening Communities parenting programme		National Institute for Health and Care Research (NIHR)	✓	✓	2025-26
Fathers Together: A study of the experience of fathers in prison from Black, Asian and minoritised ethnic backgrounds		NIHR	✓	✓	2025-26
Mapping the Margins: Using intersectionality to explore young people's health and wellbeing		NIHR	Ongoing, expected end date: March 2026		
Process Evaluation of the implementation of the HER-PACT (Healing, Empowerment, and Resilience) programme		Support When It Matters (SWIM)	Ongoing, expected end date: January 2026		
Insights into the Caribbean Community in Manchester		Manchester City Council	✓	✓	2025-26
Improving representation of Black, Asian and minoritised ethnic communities in Randomised Control Trials for Alzheimer's research		Roche	Ongoing, expected end date: July 2026		
Housing, ageing and racial inequality		Centre for Ageing Better	✓	✓	2025-26
An exploration of the ethnicity data use and gaps in health care		Joseph Rowntree Foundation	Ongoing, expected end date: June 2025		
Equalise: ESRC Centre for Lifecourse Health Equity - A 5-year collaborative programme of research tackling and reducing health inequalities, led by UCL		Economic and Social Research Council (ESRC)	Ongoing, expected end date: September 2029		

Health and Wellbeing

As part of our role in the Health and Wellbeing Alliance, we undertook two focused projects to test and improve the accessibility, relevance, and trustworthiness of public health messages for Black, Asian, and minoritised ethnic communities: one on antimicrobial resistance (AMR); and the other on mpox. Both projects centred on working directly with specific communities to review existing public health materials and approaches, and to identify changes that would make them more engaging and effective.

For AMR, we worked with Somali, South Asian, and African diaspora community groups to review NHS and UKHSA information resources. Through workshops and group discussions, participants assessed language, imagery, and cultural resonance. They highlighted the need for clearer explanations of terms such as “antimicrobial” and “resistance,” greater use of everyday examples, and a stronger focus on prevention and self-care measures. The review also underlined the importance of delivery through trusted community voices rather than solely clinical channels.

In the mpox project, we worked with African and LGBTQ+ community organisations to review UKHSA messaging from the 2022–23 outbreak response. Participants examined posters, social media assets, and translated materials, considering both clarity and potential unintended impacts. Key feedback included the need to avoid reinforcing stigma by over-targeting specific groups, the value of inclusive imagery, and the importance of clear signposting to local and confidential sources of help. They also stressed that digital content alone would miss sections of their communities, advocating for in-person engagement via community networks and events.

Key lessons learned:

- Co-production with target communities leads to practical, actionable changes that improve both comprehension and trust.
- Public health messaging must address both what people need to know and why it matters, with clear, actionable steps.
- A mix of channels — including face-to-face and community-led dissemination — is essential to reach people experiencing digital exclusion or mistrust of official institutions.

The UKHSA found our work so insightful that they presented the findings from our work at the August 2024 World Health Organisation meeting on mpox.



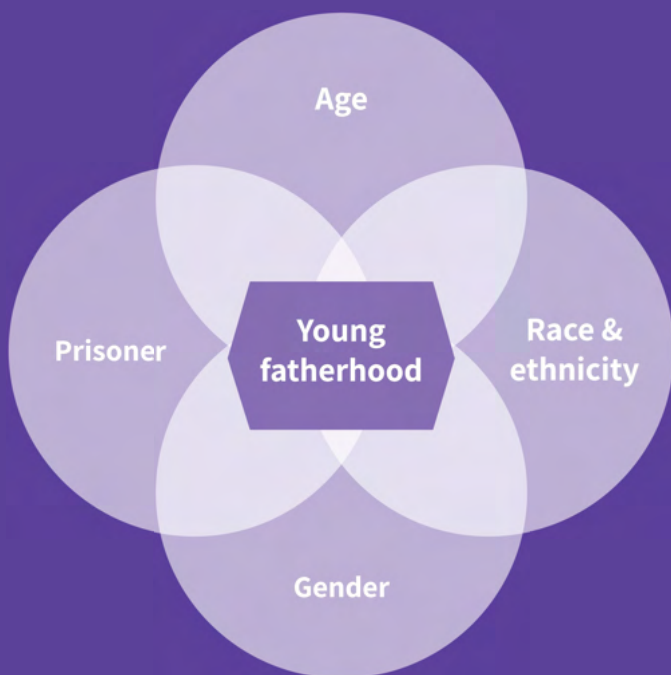
Together Study

The *Together Study* – comprising a randomised controlled trial (RCT), economic evaluation, and process evaluation – moved from the completion of data collection in early 2024 into analysis and report writing. Three academic papers are now awaiting publication: the main impact article, a study on community and belonging, and an exploration of the role of public, patient and third sector involvement in the research.

While the formal launch and presentation of the results is scheduled for September 2025, the achievements of this seminal study are already clear.

It successfully recruited 674 parents from a wide range of backgrounds, meeting its objective of conducting an RCT with families often absent from research of this kind. Around two-thirds of participants were from Black, Asian, and other minoritised ethnic groups, and approximately half reported that their first language was not English. In addition, 53% had annual household incomes below £20,000, and 39% were lone parents – underlining the study’s success in engaging families experiencing multiple forms of disadvantage.

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Fathers Together

The *Fathers Together* study completed data collection this year, engaging almost 500 fathers aged 16–25 across five prisons. Taking an intersectional approach, the research explored how the combined identities of being young, male, racially minoritised, and imprisoned shape the experience of fatherhood.

Around one-third of participants identified as a parent or carer, and just over two-thirds of the young fathers came from Black, Asian, and other minoritised ethnic backgrounds. The study also captured wider aspects of participants’ lives, revealing that 70% had been excluded from school. Fathers described significant challenges in maintaining regular contact with their children, citing institutional barriers, practical difficulties – including an average journey time of 1.5 hours for family visits, and often much longer – and, in some cases, personal decisions to limit visits. These insights will inform future work supporting young fathers in custody to strengthen their relationships with their children.



Strong Relationships Programme

We also commissioned an evaluation of the 18-month Stronger Relationships programme, delivered through the SFSC model as part of the Challenge Fund work on reducing parental conflict.

The study, led by City St George's, University of London, analysed data from 733 parents, who took part in online and in-person courses focusing on the adult relationship and its impact on children. The programme successfully engaged a diverse cohort, including parents from Black, Asian, and other minoritised ethnic backgrounds, as well as both men and women from lower-income households.

Findings suggested that families on lower incomes were more likely to attend in-person sessions than online courses, highlighting digital exclusion as a potential barrier. The evaluation concluded that the programme had a positive effect on the quality of adult relationships, as well as participants' understanding of conflict and its impact on children. Key factors in its success included building trusted relationships through voluntary, community and social enterprise (VCSE) partners, creating safe spaces for parents to address sensitive issues, and fostering collaboration between statutory services and the voluntary sector.

Youth Endowment Fund Feasibility Study

This year we also completed a Youth Endowment Fund-funded feasibility study to explore the delivery and evaluation of SFSC with parents of young people aged 11–18 involved with their local Youth Offending or Youth Justice teams.

Delivered in two London boroughs – Hackney and Lambeth/Southwark – the project aimed to test whether SFSC could be adapted to meet the needs of this cohort and to assess the feasibility of a larger-scale impact study planned for 2026.

The programme proved acceptable to families: parents engaged well, retention rates were high, and participants reported improved relationships with their children, with some young people spending more time at home and parents feeling more connected to community support. Although the small cohort size meant statistical impact could not be measured, interviews provided valuable qualitative evidence of change. The study also demonstrated that it is possible to collect meaningful data directly from young people.

A co-design phase, run with young people from the Hackney community organisation Rise 360, was instrumental in shaping the programme and ensuring data collection tools were relevant and accessible.



“Parents engaged well, retention rates were high, and participants reported improved relationships with their children...”



We continue to use a range of levers to influence change, from contributing to government advisory groups and sector-wide alliances to shaping public debate through research, campaigns, and thought leadership.

By combining evidence, co-produced resources, and trusted partnerships, we have helped shape national policy and local practice. From advising government and NHS England on reducing health inequalities to helping regulators engage more effectively with Black, Asian, and minoritised ethnic communities, we have ensured that lived experience remains central to decision-making.

Racist Riots Response

In the wake of the August 2024 racist riots, we convened a four-part national webinar series with partners including the Muslim Charities Forum, Alliance for Racial Justice, and National Association for Voluntary and Community Action (NAVCA), bringing together over 400 participants from government, the voluntary sector, and community organisations.

Featuring 21 expert speakers, the series examined the causes and consequences of the violence – from systemic racism to the spread of hate narratives – and explored practical steps for prevention. Our deliberate choice to describe these events as *racist riots*, emphasising the racist intent behind them, helped shift sector and media discourse towards more accurate and accountable language, influencing how the unrest is framed in ongoing policy and public debates.

Alongside this, we worked with the Media Innovation Studio and other partners to examine the role of disinformation during the unrest, using the Southport murders as a case study to show how false narratives can rapidly escalate tensions and erode public trust in the media, and to identify strategies for countering such harmful content in real time.

“False narratives can rapidly escalate tensions and erode public trust in the media...”

Health

In 2024–25, we worked with partners to ensure the priorities of Black, Asian and minoritised ethnic communities were central to the development of the NHS 10-Year Health Plan. Building on our *We Deserve Better* report, cited in the Darzi Review, we delivered “Workshop in a Box” sessions in London and the Midlands, engaging patients, carers, and NHS staff from communities seldom included in national consultations.

Participants called for the NHS to remain publicly funded and accessible, to address staffing shortages, and to invest in mental health, holistic care, and community-based services. They also stressed the need to tackle digital exclusion, use technology equitably, and rebuild trust lost during the COVID-19 pandemic through culturally appropriate, locally delivered provision.

We submitted detailed evidence to NHS England highlighting entrenched racial inequalities in dementia, learning disabilities, maternal health, and mental health. Our proposals included:

- improving ethnicity recording,
- expanding early diagnosis and preventative care,
- reforming maternity and mental health services, and
- securing sustained investment in voluntary and community organisations.

We also urged action on the wider social determinants of health, such as poverty, housing, and racism and set ambitious goals, including ending the ethnicity gap in maternal deaths by 2030.

The London Anti Racism Collaboration for Health (LARCH) initiative has played a pivotal role in shaping the conversation on anti-racism in London's health and care sector. Its Annual Conference in March 2025, which featured keynote addresses from Professor Kevin Fenton and Debbie Weekes-Bernard, Deputy Mayor for London, served as a flagship moment. Attendees reported significant gains in their understanding of anti-racist approaches, the value of good data in tackling inequalities, and effective community engagement, with 82% saying the conference helped them develop action plans to address disparities and 73% finding it valuable for networking and fostering regional alignment.

We also contributed to influential journals such as *The Lancet*, ensuring that the voices and experiences of Black, Asian, and minoritised ethnic communities remain central to national and global discussions on health, equity, and sustainability.



82%
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Community Development and Social Care

Through the Challenge Fund 2 project, which concluded in December 2024, we reached more than 900 parents with our SFSC Stronger Relationships programme, demonstrating clear demand for an offer aimed at Black, Asian, and other minoritised families to strengthen the adult relationships around children. The programme's learning centred on three key messages:

- 1 Trusted relationships**
Successful engagement of minoritised communities relies on building trust, particularly through partnerships with the VCSE sector.
- 2 Safe and supportive environments**
Creating protected spaces for parents to discuss and address conflict helps reduce stigma and encourages open dialogue.
- 2 Role of the third sector**
Collaboration between statutory bodies and the voluntary sector is essential to meeting the needs of diverse communities.

These messages were widely shared, including at DWP stakeholder meetings, online forums, and conferences such as the What Works Centre for Children and Families event in March 2025. Sustained promotion between January and March 2025, following the end of Challenge Fund 2 funding, combined with the development of a sustainable delivery model, led several local authorities to invest their Reducing Parental Conflict Funds in the SFSC Stronger Families online course licence, enabling the work to continue beyond the grant.

“From a commissioning point of view, some of the most important features have been the ease with which parents can sign themselves up, the clear and well-designed promotional materials, and the strong reputation of the Race Equality Foundation—we know we’re offering something high quality and trusted.”

— Commissioner

We have continued to share findings and influence the parenting sector more broadly, contributing to high-profile events with organisations such as NESTA, the Ministry of Justice, and academic partners. Our active role in the Parenting Programmes Alliance, presentations at sector conferences, and responses to numerous requests from government and policy organisations have reinforced our position as a trusted source of insight on supporting minoritised families.

Building on this influence, we have secured funding for future projects that extend the community element of SFSC, enabling parents to champion local issues, from tackling misinformation and hate speech to improving early years services and addressing youth violence, ensuring voices rarely heard in policy spaces are amplified.

Environmental Policy

Building on the committees and networks noted in last year's report, this year saw our Chief Executive appointed to the Government's Net Zero Council and named in the ENDS Power List of the 100 UK environmental professionals. It also saw Karin chairing the National Parks Conference: a role she assumed as Chair of the Foundation.

Housing

We participated in the Safe Homes Now campaign led by the Centre for Ageing Better, joining a meeting with Baroness Taylor of Stevenage to urge the Government to ensure that the forthcoming housing strategy addresses the improvement of existing housing stock as a means to tackle inequality.



Campaign

Our campaigns in 2024–25 combined values-led messaging with targeted community engagement to raise awareness, shift narratives, and drive change on issues affecting Black, Asian, and minoritised ethnic communities. We focused on both national conversations and grassroots initiatives that improve everyday lives, blending compelling storytelling with robust evidence.

Fathers in Prison

We co-produced – with the research team and a group of Black and Asian fathers with lived experience from the Fathers Together advisory group – a series of films narrating their perspectives on how imprisonment impacted their relationships and roles as parents.

We were invited by Netflix to host a screening for the film makers from the documentary *Daughters* which highlighted the experience of fathers in prison and their relationships with their daughters.

We brought together some of the fathers we were working with to share insights on the film and explore the extent to which its messages could be applied to the UK experience of the prison system.

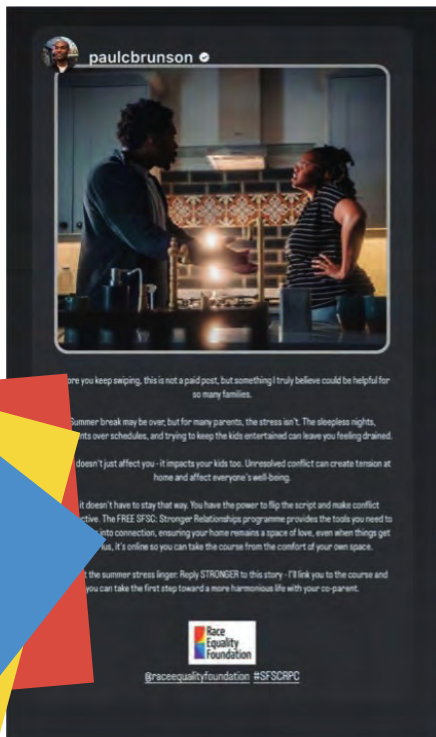
One of the fathers from our lived experience group and his daughter took part in a feature on BBC Radio Four’s *Women’s Hour* to highlight the consequences for children when their father is imprisoned.



Family Support

We continued to campaign on the importance of support to families whether that is the parent-child relationship or adult relationships around the child. TV celebrity and relationship expert Paul C Brunson highlighted the value of our work, helping us reach a broader audience.

SFSC parents also highlighted the community element of our parenting work, which encourages those who attend the programme to play an active role in creating a healthy community for families to thrive. This made headlines in the London Borough of Barking and Dagenham, where parents from one of the SFSC programmes involved families in the clean-up of community spaces. This also helped secure funds from the council to support their group to continue.



14 COMMUNITY VIEW

March 19, 2025 barkinganddagenhampost

Residents lead themselves

NORTH Meets South (NMS), a resident-led initiative in Barking and Dagenham, is working with Strengthening Families, Strengthening Communities (SFSC) to support parents and carers of children aged 0-5.

SFSC is a 13-week parenting programme that provides culturally sensitive guidance on parenting, anger management, community engagement, and child development and is available at several venues, including Thames View Community Hub, Kingsley Hall Church and Community Centre, Marks Gate Family Hub, Goswin Primary School, and Gascoigne Primary School.

Each session lasts three hours a week during term time. Parents and carers can enrol at: starforlife.libd.gov.uk.

North Meets South aims to bridge the divide between Marks Gate and North Chadwell Heath, which are separated by the A12.

Through community-led projects, the initiative fosters collaboration, strengthens social ties, and addresses local needs. North Meets South is running free Playtime Sessions for parents and children aged 2 to 4.5 years of age supporting them to be confident and ready for nursery and reception.

For more information on this you can contact Marks Gate Community Hub or Chadwell Heath Community Hub.

Financial hardship is another key issue being tackled in the area.

National charity Turn2us is addressing financial insecurity in Barking and Dagenham by working alongside North Meets South to provide essential financial support services.

Here, **Surya Qayyum** from North Meets South Big Local shares how working in partnership with other organisations is benefiting the residents of Marks Gate.



Services include a benefits calculator to help individuals determine welfare eligibility, a grants search tool to locate financial aid, and direct grants that distribute approximately £4 million annually.

Environmental efforts in the community have also gained momentum. The newly formed Litter Pick Heroes group organised a clean-up in January, despite freezing temperatures.

Volunteers, supported by Barking and Dagenham Council, collected waste using provided litter pickers, gloves, and bags. Afterwards, over 1000 gathered at Marks Gate Church for warm refreshments.

The group plans to continue organising clean-up events across the borough. Those interested in joining can follow their Instagram page: [litterpickheroes](https://www.instagram.com/litterpickheroes) for updates.

To stay informed about local events and initiatives, the 'What's on Marks Gate' Facebook page is a valuable resource.

For more information about NMS: nmslibd.org.uk



The Litter Pick Heroes braved the cold weather to keep the area tidy

Social Media

Our social media presence remains vital for sharing evidence, influencing policy, amplifying campaign messages, and engaging with our partners, funders, and the communities we support.

This year, we made a deliberate and principled decision to leave X (formerly known as Twitter) in response to its continued failure to regulate content, including racist abuse. This choice reflects our commitment to ensuring our communications channels align with our values and provide a safe, respectful space for dialogue.

LinkedIn continues to be our fastest-growing platform and an effective space for professional engagement and policy influence. Between 6 August 2024 and 31 March 2025, we gained 1,663 new followers and generated 108,027 organic impressions. We achieved an 11.1% engagement rate, significantly above the industry average for non-profits (usually reported between 1-4%).

Instagram remains a valuable channel for reaching diverse community audiences and sharing visually led updates from our programmes. We gained 1,114 new followers this year. While overall reach fell slightly to 7,087 (▼ 1.6%), content interactions doubled to 414 (▲ 100%) and profile visits reached 2,781, showing that those who engage are doing so more meaningfully.

Our website has
141,000
page views and an average
engagement time of 45
seconds per active user

Our Facebook page saw a sharp decline in reach to 4,700 (▼ 85.1%), reflecting broader trends in organic visibility on the platform. However, content interactions increased nearly fourfold to 384 (▲ 380%), driven by targeted posts connected to community-led initiatives and project milestones.

Our website remains a core hub for resources, research outputs, and campaign updates, with 141,000 page views and an average engagement time of 45 seconds per active user.

This focus on depth of engagement, rather than simply chasing audience size, aligns with our broader strategy of influencing change through trusted, value-led communications.

Future Campaigns

Looking ahead, we will take forward the messages from our work in response to the August 2024 racist riots, ensuring they remain a visible and urgent part of the national conversation. The need to challenge hate narratives, address the root causes of racial violence, and rebuild trust between communities and institutions will continue to shape our campaigns in the year ahead.



Intervention and Prevention

This year, our policy and practice work has continued to prioritise interventions that address entrenched health inequalities through co-production, capacity building, and targeted prevention.

Learning Disability Support

A major focus has been our national training programme to improve the uptake of Annual Health Checks (AHCs) for people with a learning disability from Black, Asian, and minoritised ethnic backgrounds. Delivered in partnership with Learning Disability England and the Valuing People Alliance, and co-produced with people with lived experience, the programme reached 57 participants across six voluntary sector organisations in England. Lived experience co-facilitators played a central role, including presenting alongside us at the NHS Confederation Expo conference.

The programme's impact was clear: the proportion of participants reporting strong knowledge of AHCs rose from 18% to 75%, and 91% reported improved understanding of the systemic and intersectional barriers affecting uptake. Participants also reported greater confidence in promoting AHCs.

The training demonstrated that a lived-experience-led, culturally competent approach is both acceptable and scalable, with hybrid delivery offering a viable model for future roll-out.

The proportion of participants reporting strong knowledge of AHCs rose from

*18%
to 75%*

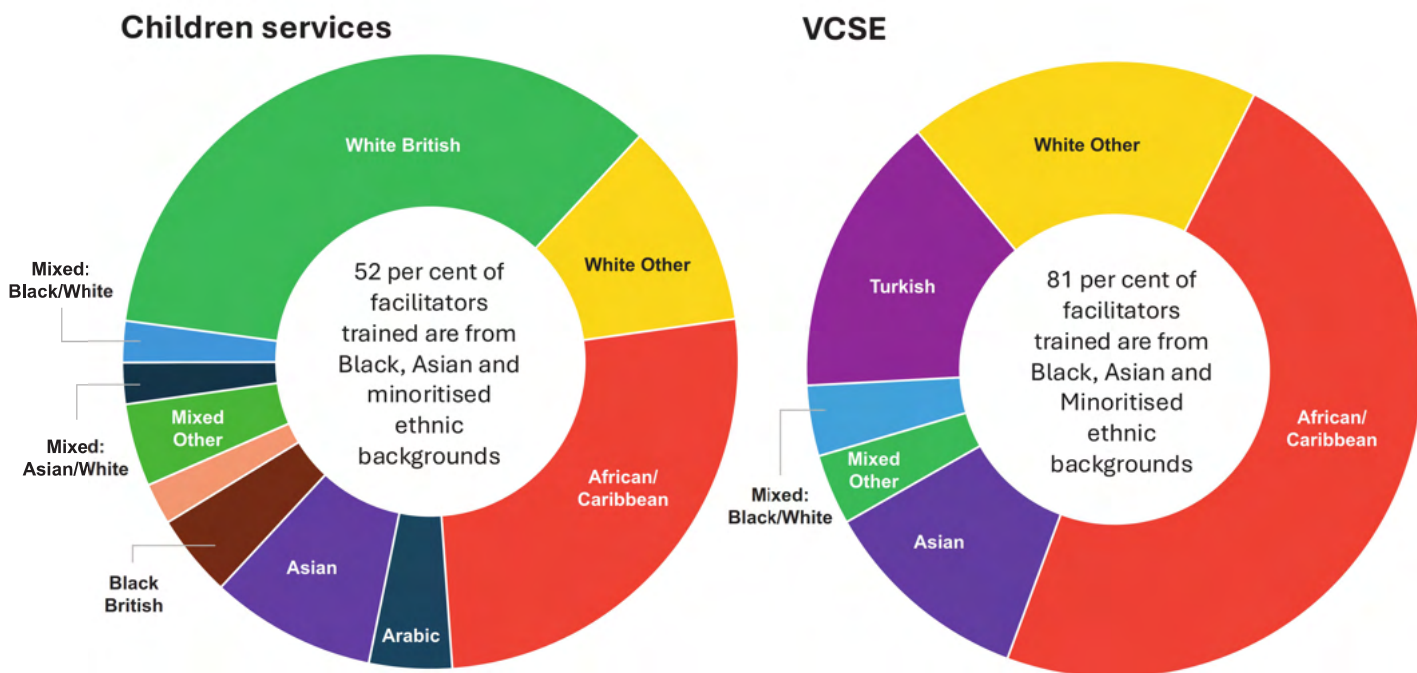
Children's Social Care Workforce

The range of practitioners we support across the Children's Social Care workforce is broad, encompassing the statutory, community and faith sectors.

Practitioners from children's services, including children's centre and family hubs workers, and from early help teams continue to make up just under half of those who attend our training. Around a third come from a range of agencies in the voluntary sector, this year including new organisations like Sister Circle in Newham, and The African Pot in Manchester. Other agencies that have commissioned training in 2024/25 include Kings College London for a set of Child and Adolescent Mental Health Services (CAMHS) practitioners, numerous youth justice agencies and a number of schools.



Chart 3: Ethnicity of SFSC facilitators from the children services and VSCE sectors



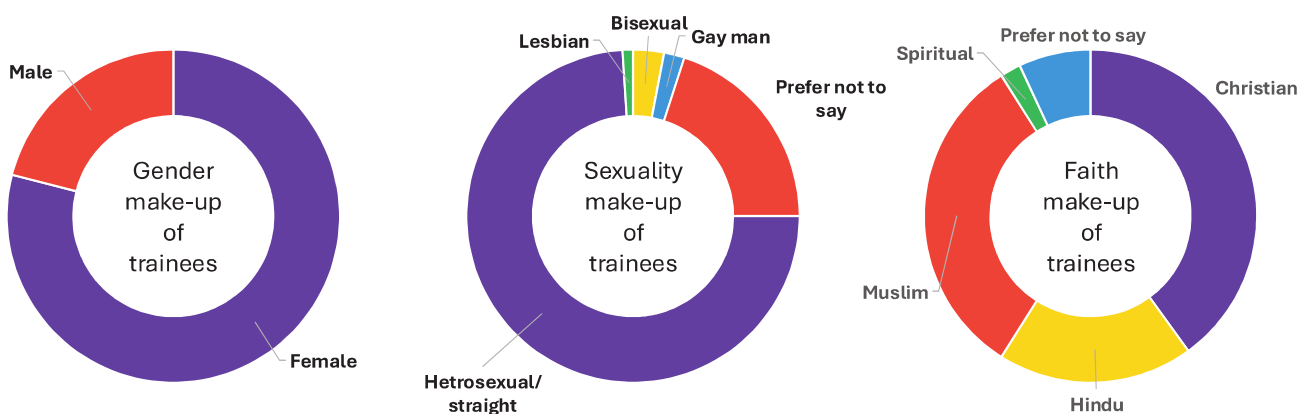
The SFSC facilitator training attracted a diverse cohort, a majority of whom are women, with representation across a range of sexual orientations and faiths. This breadth of background strengthens the programme’s ability to respond authentically to the varied cultural and lived experiences of the families it supports.

In 2024 we trained two facilitators from NACS (Nova Aliança Centro Social) in Portugal and plan to support delivery of SFSC there in the coming year. We also continued to support practitioners from Bangladesh in their delivery with our joint work with EduPrompt London.

We have also continued to offer our advanced training courses to support the ongoing professional development of practitioners. This has included a number of SFSC courses that aim to reduce parental conflict, support parents of 0-5s and reduce youth violence.

Local authorities continue to report that public funds are limited and this impacts both their ability to train staff and to deliver interventions to families, which has impacted the size and frequency of our training programme.

Chart 4: Demographics data of trainees



Voter Registration

We also extended our prevention focus into the democratic sphere through our voter registration project, designed to address the under-representation of Black, Asian, and minoritised ethnic communities in local and national elections.

Between December 2024 and March 2025 we designed, co-produced and delivered a package of resources and four in-person training workshops (Manchester, Birmingham, Liverpool and London) to equip VCSE organisations to run their own local outreach on registration and voter ID. Six translated easy-read guides/infographics (Polish, Punjabi, Urdu, Bengali, Gujarati, and Arabic), short videos, posters and digital assets were produced to support delivery. Sessions covered practical steps for registering to vote, understanding voter ID requirements, and tackling misinformation that can discourage participation.

Sixteen organisations attended the workshops (we had aimed for ~10 per site, with some drop-off due to Ramadan, competing priorities and no local elections in most areas). All but two participants created an action plan for outreach in the following two months, with a £100 micro-grant to support implementation; we also disseminated the materials to 100+ additional VCSE and faith organisations nationally via direct email and our March 2025 newsletter.

Participants reported increased confidence in discussing voter registration with their communities and valued the opportunity to share culturally relevant approaches for engaging those who may be sceptical or disconnected from electoral processes.

Chart 5: Scoring of training workshop



Direct Support

We continued to reach a diverse range of parents in terms of ethnicity, languages spoken and income levels.

Strengthening Families, Strengthening Communities (SFSC)

In 2024–25, SFSC programmes continued to be delivered across both the VCSE sector and statutory services, and in regions across England.

As well as training practitioners for other agencies to implement SFSC, we continue to engage in direct delivery of the programme ourselves.

Our flagship work in the London Borough of Barking and Dagenham continues to highlight both the role that SFSC can play in Family Hubs provision to meet the needs of parents of young children as well as the ways that community organisations and facilitators can play an active role.

Chart 6: Regional distribution of programmes



Chart 7: SFSC programme delivery by sector

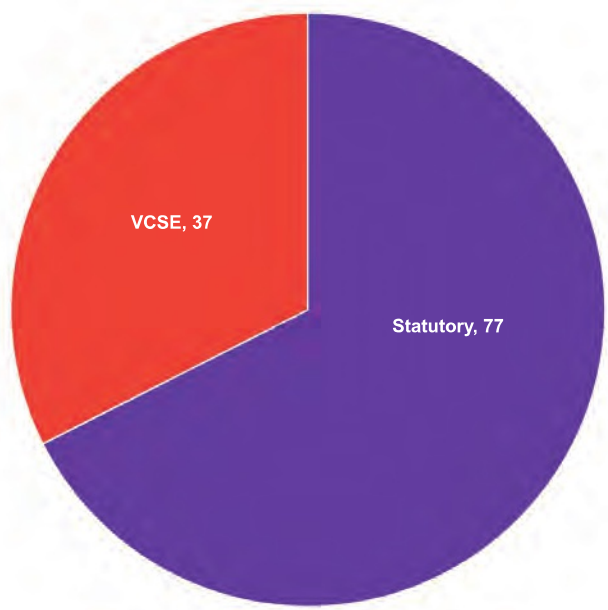


Chart 8: Age of children whose parents attend the Barking and Dagenham programmes

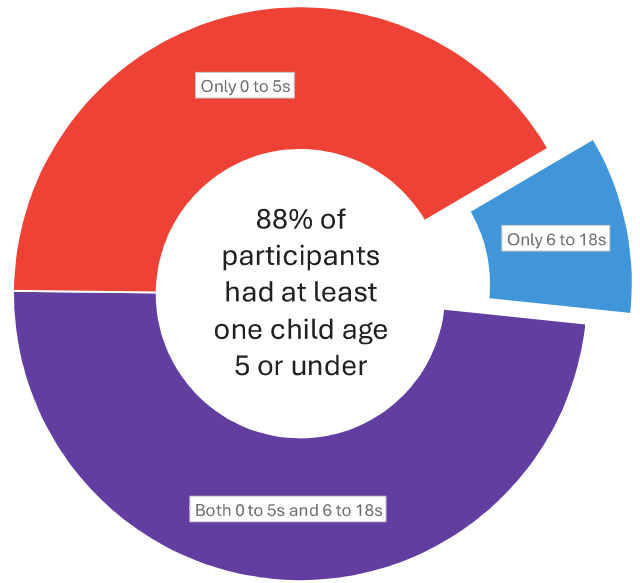


Chart 9: Household income by ethnic group



This year the delivery programme was expanded to respond to both local need and the success of delivery in the previous year allowing us to deliver SFSC to 110 parents, with nine out of ten parents having a child under five. We continued to reach a diverse range of parents in terms of ethnicity, languages spoken and income levels, with around 53% of households having annual income of less than £20,000.

Participants reported stronger emotional connection with their children by the end of the course and emotional regulation improved over the course of the programme.



This year saw us work closely with Westway Trust Mobile Creche and local creche workers to develop a bespoke creche service for SFSC delivery in the borough, providing training, development and work opportunities for local people. Our work was recognised as benefitting residents, the economy and/or the environment and meeting social value targets in the borough with the awarding of the Social Value delivery badge. The project was also recommissioned for a further year in March 2025 in recognition of its success.

Similarly, our SFSC delivery project in the London Borough of Lambeth was recognised by the Commissioner there as worthy of recommissioning for a further three years in March 2025, despite the loss locally of the Safer Lambeth funding stream for the next year. Delivery in this borough during 2024-2025 reached more than 60 parents through programmes run in schools, children's centres and community spaces. We demonstrated that we were able to reach the borough's diverse communities with 93 per cent of participants coming from minoritised communities.

“What I have learnt with this programme, has definitely made an amazing impact on my parenting life and my relationship with my co parent.”

— SFSC Participant



This year we began direct delivery of a bespoke London wide SFSC service to fathers. Every term we have offered an evening course from our Kentish Town training rooms, providing help with travel and childcare and offering a full evening meal to any father who signs up, regardless of where he lives. Engagement has been incredible, with full groups and excellent retention. A number have expressed an interest in training to become parent facilitators, with some already having accessed said training.

Several local authorities close to us including Camden, Brent and Hackney have regularly referred parents, as well as those further afield. We hope to continue to build these relationships as well as secure a funder who will support this as a longer-term initiative.

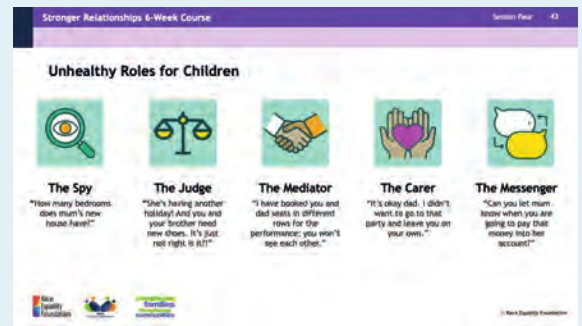
Review

We continue to review all aspects of our work. This year we have undertaken a significant review of our SFSC delivery materials including our facilitator manual, English parent manual and slides for delivery. Major changes include integrating information on neurodiversity, brain development and the impact of social media and technology on children and young people. The new materials will be launched in September 2025 as part of our celebrations of 25 years of SFSC.

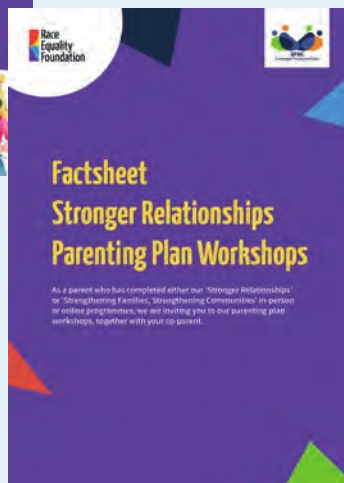
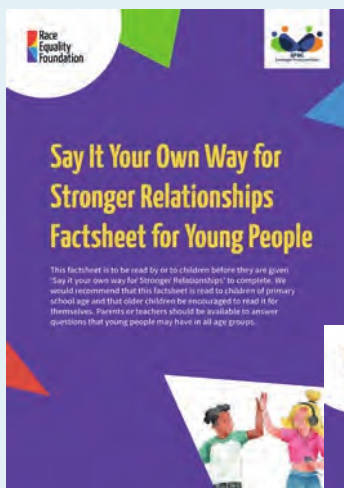
As part of the test and learn process of the Challenge Fund work, we reviewed and updated delivery material, including our slides.

With a number of VCSE partners, including Approachable Parenting, Future Men and Black SEN Mamas, we co-designed a set of workshops that built on SFSC Stronger Relationships. These are designed to support a specific cohort of parents who are separating or who do not live together to develop parenting plans to help them think about the future and needs of their children.

The resulting materials and the workshops were tested and reviewed, and we hope to secure further opportunities to roll these out in the next year.



Our workshops are designed to support a specific cohort of parents who are separating or who do not live together.



Spotlight One

Embedding anti-racism through organisational change: Race Equity Maturity Index (REMI)



“This isn’t just a tick-box tool. It made us ask hard questions about who we involve and what gets prioritised.”
ICS Equity Lead

Evidence

The REMI was co-produced by the Race Equality Foundation as a practical tool to support health and care organisations in assessing and improving their anti-racist practice. Informed by extensive engagement with NHS staff, VCSE partners, and people with lived experience, the REMI helps organisations benchmark their progress and identify areas for development across key domains. Since its launch in November 2024, it has been downloaded by 124 organisations in London and beyond – including Integrated Care Boards (ICBs), local authorities, and VCSE partners – showing sustained and growing interest.



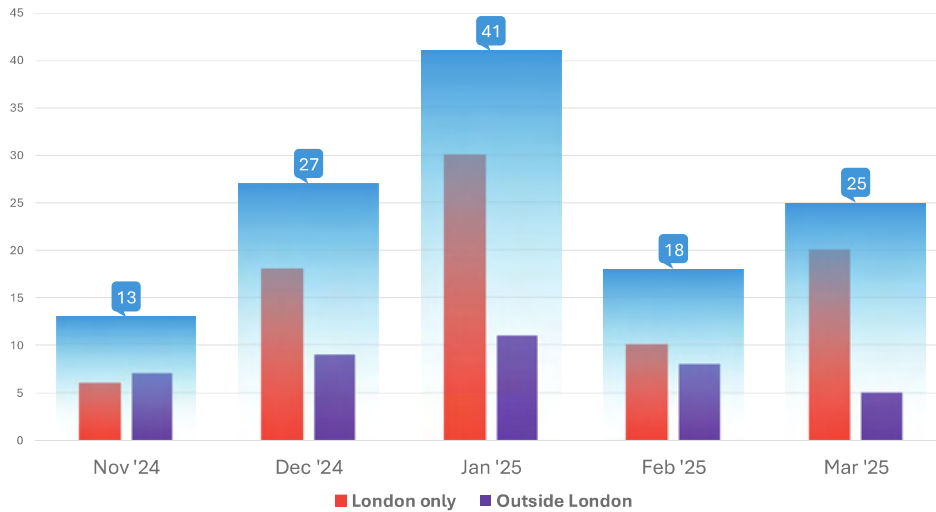
Influence

REMI has already begun to shape practice at both local and regional levels. Several ICBs and London boroughs have integrated the tool into their equity and inclusion strategies. NHS England teams have expressed interest in its alignment with the Core20PLUS5 approach. It has also attracted support from influential figures within the voluntary and public health sectors, who have welcomed its structured but flexible design.

“REMI gave us a language to talk about race equity without blame—but with urgency.”

— VCSE Equality & Inclusion Officer

Chart 10: Downloads of the REMI tool since its launch



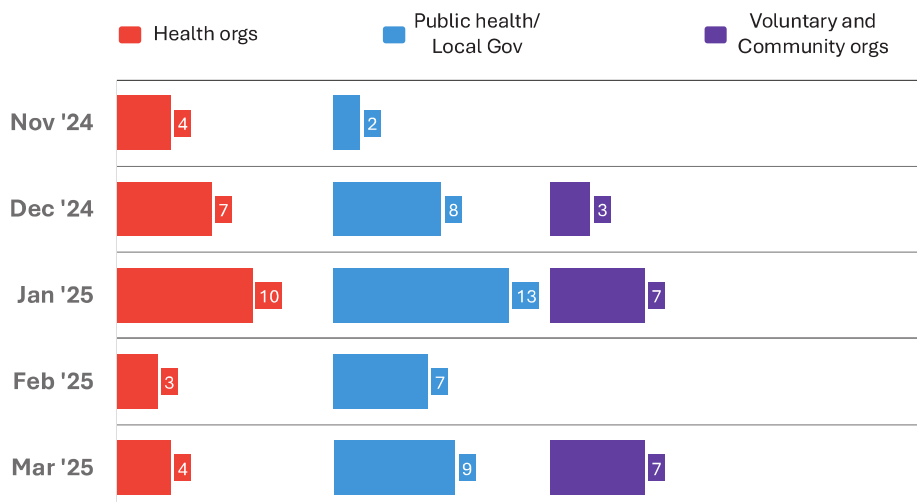
Campaign

Promotion of REMI has been embedded within the LARCH communications campaign. It features on the LARCH website alongside explanatory blogs and was introduced at learning and engagement events attended by over 380 professionals. The tool was also highlighted in newsletters, webinars, and social media channels reaching public health and NHS audiences.

“It’s rare to find a tool that’s practical, rooted in evidence, and brave enough to name racism directly.”

— Public Health Consultant

Chart 11: REMI downloads by sector in London



Intervention and Prevention

Designed not just for assessment but as a springboard for action, REMI guides organisations through a maturity matrix, moving from early awareness to systemic change. It supports prevention by helping organisations to proactively embed anti-racist values in governance, leadership, workforce practice, service design, and community engagement. A moderated version is now in development to enable peer learning and external validation.

Review

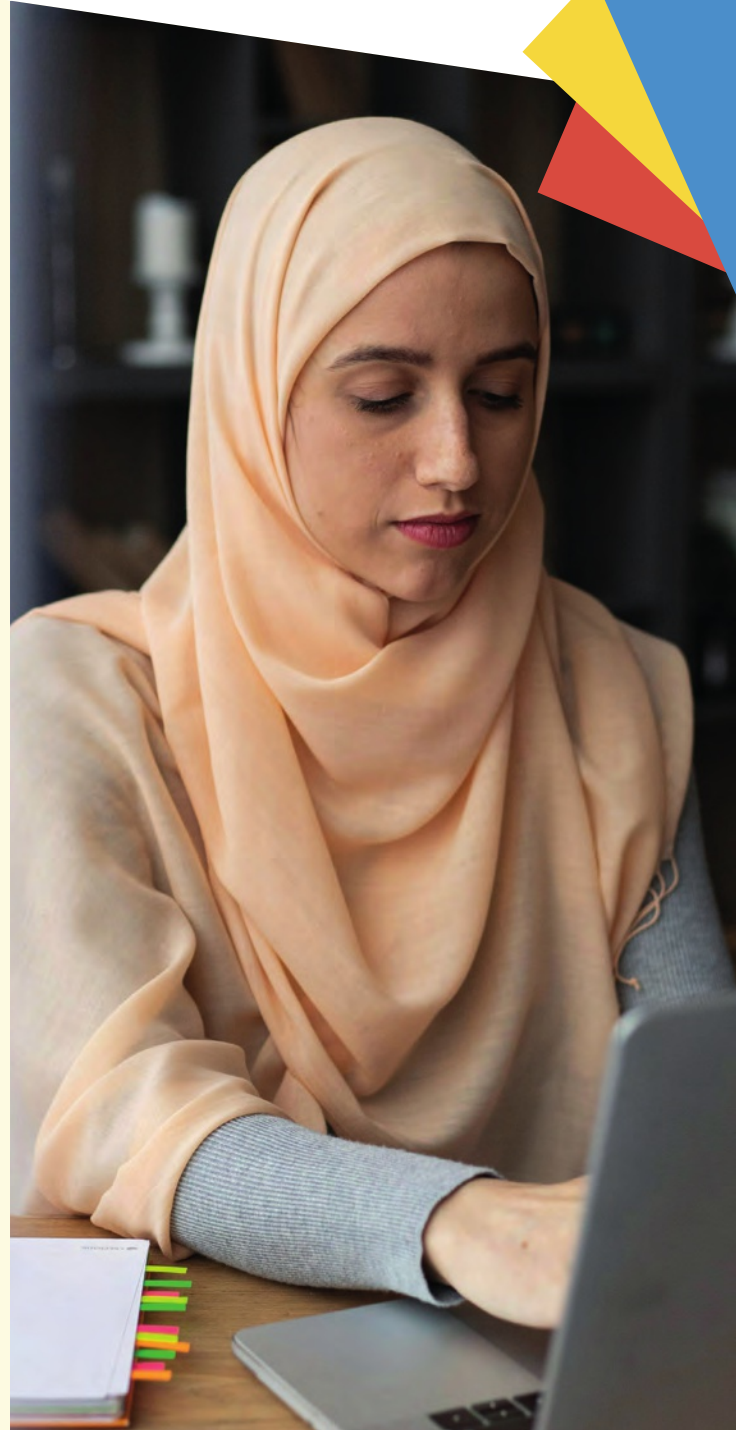
Between its November 2024 launch and March 2025, the REMI was downloaded 39 times, with uptake showing steady growth month-to-month.

Our four Learning & Engagement events reached a combined audience of nearly 400 people: the three online sessions drew 488 registrations and 291 attendees (an average of 97 per event), while the in-person conference attracted 140 registrations and 90 attendees. Feedback indicated high satisfaction with content and relevance, particularly around adopting anti-racism strategies, embedding co-production, and using the REMI in practice. Digital engagement grew, with more visits to LARCH web pages, increased newsletter open rates, and higher social media impressions.

While it is too early to measure full organisational adoption, focus group participants reported that the REMI was a practical, relevant tool that encouraged honest reflection on institutional racism. Feedback from early adopters highlighted the need for:

- Accompanying guidance and case studies to support completion.
- Clearer alignment with existing statutory frameworks (e.g. Workforce Race Equality Standard, Core20Plus5).
- A follow-on offer to support action planning.

These lessons are shaping Phase two of the REMI rollout, which includes piloting an accreditation scheme and tailored support packages for local authorities and ICBs.



Spotlight Two

Improving parenting support for fathers from Black, Asian and minoritised ethnic backgrounds



This spotlight highlights two projects under one theme:

- Open access SFSC fathers programmes for male parents and carers living in London
- Fathers Together: An NIHR funded study that explores how to better support young fathers in prison and their families

Evidence

Together with researchers from City St George's, London University and UCL we demonstrated that minoritised ethnic young fathers often contend with structural racism, cultural stereotyping, and reduced opportunities for family contact. These factors combined with stigma and institutional barriers undermine their ability to maintain healthy fatherhood roles and emotional connection while incarcerated.

Although 86% of young fathers in our research felt close to their families and wanted to stay involved, there were challenges. Fathers overwhelmingly supported the idea of a parenting programme that they could attend, indicating they would take part if this was offered.

We also collected evidence on the needs of fathers in community settings through our DWP Challenge Fund work, which focused on adult relationships, conflict and parenting. With around 25 per cent of online course attendees being fathers, we demonstrated that men would access support and would actively seek it out.

Influence

After demonstrating that around one third of young men in prison were fathers, we felt confident that developing an adapted SFSC programme for young fathers in prison could move ahead successfully. As a result, one of the prisons we had been working with invited us to deliver SFSC to a group of young fathers.

“This is the most supportive and relevant [programme] I’ve seen in four years.”

— Prison staff member

Campaign

We worked with our Lived Experience advisory group for *Fathers Together* to raise the profile of minoritised ethnic fathers and highlight their experiences.

Key activities included hosting a film screening in partnership with Netflix, an interview on *Women’s Hour* with one of the participating fathers and his daughter and publishing online content that highlighted the stories of the fathers from our advisory group, such as a series of short films, a podcast and blog posts on our website.

“They touched every aspect - emotion, empathy, consideration, and listening. All those elements played a big role in me feeling that I was getting something from the course.”

— Participating father

Following the exemplar community-based SFSC programme funded through the DWP, we had a strong case to persuade several Local Authorities close to our Camden venue that they should work with us to refer fathers. This has led to high levels of take-up and the commitment to termly programmes aimed at minoritised fathers.



Direct Support

In 2024-5, we delivered an adapted SFSC parenting programme at HMP Aylesbury, supporting seven young fathers aged 21–24. The group provided a rare safe space for open and respectful discussion about fatherhood, co-parenting, and emotional wellbeing, topics that are often difficult to explore in prison environments.

Fathers repeatedly highlighted the positive and relatable approach of the two facilitators, who created a space of trust and openness. They reported greater confidence in their parenting role and increased emotional awareness in relationships with their children and co-parents.

“First of all, I learned that I’m not the only person with problems. Second of all, I learned that I need to become more solution based because I do have a child... It’s taught me how to be there in different ways.”

— Participating father

At a community level, we continued to provide a free open access evening programme for fathers and male carers coming from across London out of our meeting rooms in Kentish Town. Two programmes were delivered in this period, reaching 25 fathers. Speakers were invited to share further information, including from Both Parents Matter who identified a range of ways support could be accessed for fathers.



Intervention and Prevention

The SFSC model was successfully adapted to fit the prison context, including shorter 2.5-hour sessions, adjustments for lower literacy, and a new supplement addressing limited child contact. Fathers attended an average of 11 out of 13 sessions and showed sustained engagement with the material.

Participants developed stronger self-awareness and expressed a clearer understanding of how to support their children emotionally, even from inside prison. The programme helped fathers challenge harmful norms and reflect on their own experiences. Co-parenting emerged as a central theme, with fathers reporting improved communication with their child’s main caregiver.

These early findings highlight the potential for well-designed parenting interventions in prison to contribute to stronger family relationships, better resettlement outcomes, and long-term prevention of intergenerational harm.

“If this wasn’t around me, I wouldn’t think these things were normal and probably wouldn’t be in situations like that.”

— Participating father

Review

With the support of a visual artist, we have produced a summary of reflections from the lived experience group, prison teams and Central and North West London NHS Foundation Trust.

We have used these to inform the development of two new funding bids to continue with this work as well as to support a project taking place in HMP Wormwood Scrubs delivered by SFSC facilitators and community organisation, Masbro.

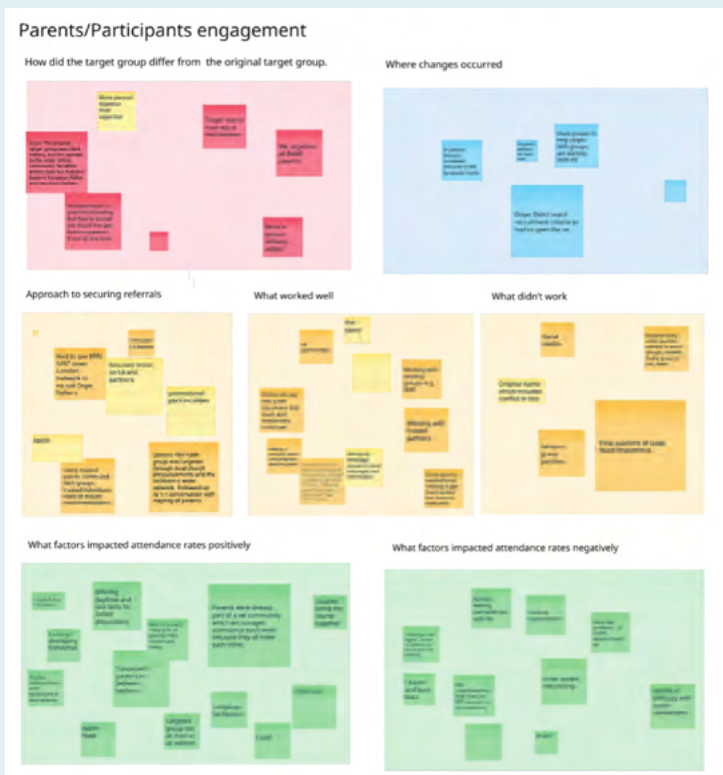
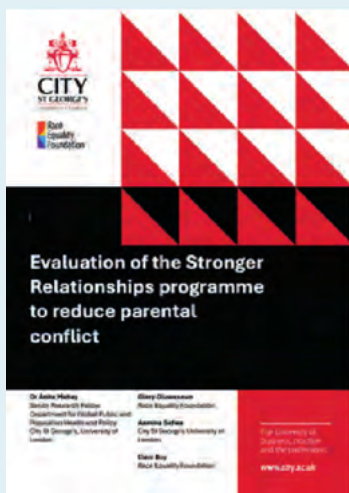
The test and learn approach of the Challenge Fund allowed the SFSC Stronger Relationships team to review the different modes of delivery through a series of workshops. This led to insights into the value of online programmes as well as recruitment strategies.

1-to-1 interviews with parents and facilitators, and pre and post test data, provided a more robust review of the reducing parental conflict work.

A final evaluation report was produced by Dr Anita Mehay, which directly contributed to the decision to continue community-based open access programmes. The report highlighted the value in having mixed facilitation pairings (male and female co-facilitators) and the importance of safe male carer only spaces.

“Fathers reported that the group felt like a safe space, free from judgment, where they could discuss parenting challenges and co-parenting relationships more openly... fathers’ groups enabled men to express vulnerabilities that might have been difficult in a mixed setting.”

— Mehay et al, 2025



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 2025 are set out on page 4 of this annual report and accounts. The list also includes three new trustees who were appointed post-year end. They are listed as they were responsible for signing off 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 £564 (2024: £652). Trustee indemnity insurance of £100,000 (2024: £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. In 2024-25 two trustees completed six years as trustees (Professor Gurch Randhawa and Tajinder Gill) and a further trustee stepped down (Donald Mbeutcha). After recruitment process three new trustees were appointed: Samia Benbrih, Dunston Royce, Vijay Patel. Their appointment was confirmed at the May 2025 Committee meeting.

The Foundation's management committee is made up of Trustees as well as members who participate 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 specified 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 2024/25 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 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 structure and has agreed to form 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 co-ordinated 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 employer pension scheme contributions 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.

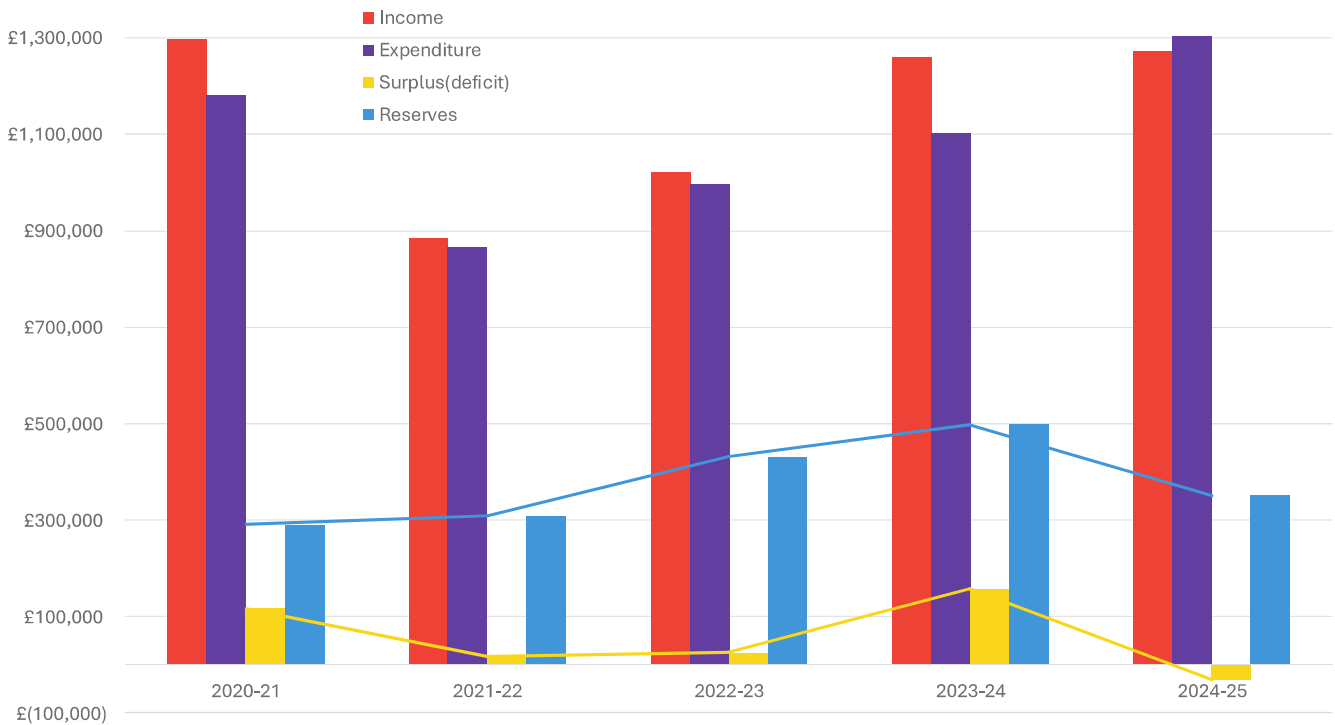
Liability of Members

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

Our income in 2024-25 rose slightly in comparison to 2023-24. However, our expenditure rose faster and as a consequence we incurred a deficit. A key contribution to this rise in costs was trustees' decision to address long term issues, such as below inflation cost of living rises. This was accompanied by a rise in employer pension contributions. At the same time, we have invested in staff development with programmes targeting such as specific skills building as well as management training. These investments in staff development, reward and retention strengthen the organisation, build resilience and provide for future growth.

Chart 12: Income and expenditure since 2020



The continuing support of grants from the Department of Health and Social Care and Department for Work and Pensions as well as the MAC Glam Foundation and others has allowed us to identify, propose and implement solutions to tackle racial inequality.

The improved investment performance (reported over the past three years) of the defined benefit Local Government Pension Scheme (LGPS) in which we participate has continued in 2024-25.

The actuaries conducted their annual accounting update survey and reported on 26 May 2025 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 additional 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 this benefit on REF'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 future benefit of £30,240 (2024: £58,378) is considerably less than the accounting surplus of £2,662,000 (2024: £2,210,000) 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. The actuaries are currently evaluating the triennial funding valuation as at 31 March 2025 which will determine the required employer contributions from 1 April 2026.

Reserves Policy

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

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

To achieve these aims, the Trustees have agreed on the appropriate level of reserves.

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 £275,000 to £320,000. Unrestricted reserves as of 31 March 2025 were approximately £308,000, net of the investment in tangible fixed assets and excluding the designated pension reserve.

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



Karin Woodley, Chair

Approved on: 30th September 2025

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 2025 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 2025 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' report 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 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 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.



Anthony Epton (senior statutory auditor)

for and on behalf of

Goldwins Limited

Statutory Auditors

Chartered Accountants

75 Maygrove Road

West Hampstead

London NW6 2EG

Date: 30 September 2025

**Statement of Financial Activities for the year ended 31 March 2025
including the Income and Expenditure Account**

	Notes	Restricted funds £	Unrestricted funds £	2025 Total funds £	2024 Total funds £
Income					
Donations and legacies - donations		-	10,197	10,197	16,127
Income from charitable activities					
- Promoting good race relations	2	588,698	555,656	1,144,354	1,147,612
Investment income		-	8,315	8,315	4,367
Pension scheme - interest income (net of interest on scheme liabilities)		-	109,000	109,000	91,000
Total income		588,698	683,168	1,271,866	1,259,106
Expenditure					
Expenditure on charitable activities					
- Promoting good race relations	3	586,084	717,892	1,303,976	1,102,603
Total expenditure		586,084	717,892	1,303,976	1,102,603
Net income/(expenditure) for the year		2,614	(34,724)	(32,110)	156,503
Transfer of funds		1,778	(1,778)	-	-
Other recognised gains and losses:					
- Re-measurement of the pension fund net defined liability/surplus					
-- Change in financial assumptions	13	-	355,000	355,000	(1,707,000)
-- Return on plan assets excluding interest income	13	-	10,000	10,000	459,000
-- Asset ceiling adjustment	13	-	(480,138)	(480,138)	1,158,193
Net income and net movement in funds for the year		4,392	(151,640)	(147,248)	66,696
Fund balances brought forward		6,629	491,322	497,951	431,255
Fund balances carried forward	12	11,021	339,682	350,703	497,951

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 48 to 60 form a part of these financial statements.

Balance Sheet as at 31 March 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed assets					
Tangible assets	9		1,464		2,304
Current assets					
Debtors due within one year	10 a	284,805		293,847	
Debtors due in more than one year	10 b	-		29,189	
Cash at bank and in hand		355,200		410,309	
Total Current Assets		640,005		733,345	
Liabilities					
Creditors falling due within one year	11	(290,766)		(237,698)	
Net Current Assets			349,239		495,647
Total assets less current liabilities			350,703		497,951
Total Net Assets			350,703		497,951
The funds of the charity					
Restricted income funds	12		11,021		6,629
Unrestricted income funds					
- General fund	12		309,442		432,944
- Pension reserve	12,13		30,240		58,378
Total Funds			350,703		497,951

The accounting policies and notes on pages 48 to 60 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:



Patricia Lawson, Treasurer

Approved on: 30 September 2025

Company number: 03121679

Statement of Cash Flows for the year ended 31 March 2025

	2025 £	2025 £	2024 £	2024 £
Net income/(expenditure)		(32,110)		156,503
Adjustments:				
- Investment income		(8,315)		(4,367)
- Depreciation		840		590
- Pension fund		(115,138)		(89,807)
- Decrease/(increase) in debtors	38,231		(22,924)	
- Increase/(decrease) in creditors	53,068	91,299	(46,354)	(69,278)
Net cash (absorbed) by operating activities		(63,424)		(6,359)
Cash provided by investing activities				
- Investment income		8,315		4,367
- Capital expenditure		-		(2,676)
(Decrease) in cash and cash equivalents in the year		(55,109)		(4,668)
Cash and cash equivalents at the beginning of the year		410,309		414,977
Cash and cash equivalents at the end of the year		355,200		410,309
Cash on deposit (less than 3 months)		351,932		406,876
Cash in current account and in hand		3,268		3,433
Total cash and cash equivalents		355,200		410,309

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 career average revalued earnings, 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 13). 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 13) in either the actuary’s triennial or annual roll forward valuations.

2. Income from charitable activities	Restricted funds £	Unrestricted funds £	2025 Total funds £	2024 Total funds £
Grants				
Dept. of Health – Health and Wellbeing: Framework	104,231	-	104,231	92,681
Dept. of Health – Health and Wellbeing: Severe mental illness	-	-	-	19,450
Dept. of Health – Health and Wellbeing: Learning disabilities	-	-	-	31,465
London Borough of Waltham Forest: Parental conflict	-	-	-	34,005
Barnardo’s Trauma and Racism Project	40,007	-	40,007	120,060
Dept. for Works & Pensions: Parental conflict	165,034	-	165,034	190,185
Youth Endowment Fund	-	-	-	51,015
New Philanthropic Capital: Everyone’s environment	9,340	-	9,340	23,844
National Lottery: Everyone’s Environment	15,000	-	15,000	-
Fathers Together	33,698	-	33,698	-
Nat. Inst. For Health & Care: Mapping the Margins	32,481	-	32,481	-
SFSC Randomised Control Trial	-	-	-	17,041
SFSC - Other	188,907	-	188,907	159,912
Other income				
SFSC training and reference material	-	152,179	152,179	151,258
Consultancy	-	403,477	403,477	256,696
	588,698	555,656	1,144,354	1,147,612
<i>2024 -</i>	<i>739,658</i>	<i>407,954</i>	<i>1,147,612</i>	

3. Expenditure on charitable activities	Central core costs (Refer to note 4) £	Staff costs (Refer to note 6) £	Direct operating costs £	2025 Total £	2024 Total £
Dept. of Health – Health and Wellbeing Framework	13,752	76,093	14,613	104,458	92,760
Dept. of Health – Health and Wellbeing: Severe mental illness	-	-	-	-	19,907
Dept. of Health – Health and Wellbeing: Learning disabilities	-	-	-	-	31,938
London Borough of Waltham Forest: Parental conflict	-	-	-	-	33,945
Barnardo’s Trauma and Racism Project	6,151	34,037	-	40,188	120,112
Burdett Trust for Nursing Grant	-	-	-	-	86,672
Dept. of Works & Pension: Parental conflict	18,972	104,975	41,144	165,091	190,480
Youth Endowment Fund	920	5,089	-	6,009	45,494
New Philanthropic Capital: Everyone’s environment	1,690	9,349	-	11,039	22,736
National Lottery: Everyone’s Environment	680	3,763	-	4,443	-
Fathers Together	3,471	19,204	11,028	33,703	-
Nat. Inst. For Health & Care: Mapping the Margins	4,901	27,116	-	32,017	-
SFSC Randomised Control Trial	-	-	-	-	17,055
SFSC London Borough of Westminster	-	-	-	-	864
SFSC - Other	17,693	97,895	73,548	189,136	159,929
SFSC Training and reference material	2,430	13,443	46,681	62,554	90,744
Consultancy	103,515	451,031	100,792	655,338	189,967
	174,175	841,995	287,806	1,303,976	1,102,603
2024-	179,213	617,709	305,681	1,102,603	

4. Support and governance costs	2025 £	2024 £
Premises costs	83,250	83,790
Communication costs	7,641	7,883
Legal and other professional fees including consultancy	30,223	26,935
Pension scheme		
- Current service cost	39,000	37,000
- Contributions paid & allocated in Staff costs	(20,000)	(18,000)
- Administration expense	3,000	3,000
Office costs	28,421	35,989
Depreciation	840	590
Other costs	1,800	2,026
	174,175	179,213

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:

	2025 £	2024 £
Depreciation	840	590
Governance Costs:		
- Trustees' expenses	564	652
- Auditors' remuneration (excluding VAT)	5,833	5,833
Rentals under operating leases:		
- Property (excluding VAT)	55,257	55,258
- Equipment (excluding VAT)	661	661

6. Staff costs and numbers

Staff costs during the year were as follows:

	2025 £	2024 £
Salaries	712,822	535,690
Social security costs	68,788	50,581
Pension costs	42,783	27,315
Staff training & welfare costs	17,602	4,123
	<hr/>	<hr/>
	841,995	617,709

Two employees each earned over £60,000 (including taxable benefits but excluding employer pension contributions) during the year (2024: one).

The total employee benefits of the key management personnel of the Foundation (Chief Executive Officer) including employer pension and National Insurance contributions were £92,337 (2024: £82,243).

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

	2025 No	2024 No
Chief Executive Officer	1	1
Project staff	18	13
Management and administrative staff	1	1
	<hr/>	<hr/>
	20	15

7. Management Committee members' remuneration/expenses

None of the Trustees received any remuneration during the year (2024: £Nil).

During the year, travel and subsistence expenses incurred in the performance of their duties claimed by and reimbursed to Trustees was £564 (2024: £652).

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 2024	44,018	3,631	10,932	16,595	4,870	80,046
At 31 March 2025	44,018	3,631	10,932	16,595	4,870	80,046
Depreciation						
At 1 April 2024	44,017	3,631	10,932	14,292	4,870	77,742
Charge for year	-	-	-	840	-	840
At 31 March 2025	44,017	3,631	10,932	15,132	4,870	78,582
Net book values						
At 31 March 2025	1	-	-	1,463	-	1,464
At 31 March 2024	1	-	-	2,303	-	2,304

10. Debtors	2025 £	2024 £
Fees & grants receivable	155,519	101,664
Prepayment and other debtors	99,046	162,994
Defined benefit pension fund contributions	30,240	29,189
a) Debtors due within one year	284,805	293,847
b) Debtors due in more than one year: Defined benefit pension fund contributions	-	29,189

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	2025 £	2024 £
Trade creditors	78,507	19,420
Social security and other taxes	18,824	13,952
Value Added Tax	18,640	2,349
Pension contributions	6,319	4,812
Deferred income	118,438	130,533
Accruals and sundry creditors	50,038	66,632
	290,766	237,698

11a Deferred income

	2025 £	2024 £
Deferred income brought forward	130,533	166,872
Released to income in the year	(130,533)	(166,872)
Deferred income in the year ¹	118,438	130,533
Deferred income carried forward (see note 11)	118,438	130,533

12. Restricted and Unrestricted funds

During the year to 31 March 2025 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 2024 £	Income £	Expenditure £	Transfer of Funds £	At 31 March 2025 £
Dept. of Health – Health and Wellbeing: Framework <i>(Why wellbeing is relevant to health policy)</i>	-	104,231	(104,458)	227	-
Barnardo’s Trauma and Racism Project <i>(Investigate the impact of trauma & racism on young people, children and families)</i>	-	40,007	(40,188)	181	-
Dept. of Works & Pension: Parental conflict <i>(Addressing Parental Conflict effectively with Black, Asian and minority ethnic families)</i>	-	165,034	(165,091)	57	-
Youth Endowment Fund <i>(Parenting and serious violence pilot)</i>	5,521	-	(6,009)	488	-
New Philanthropy Capital: Everyone’s environment	1,108	9,340	(11,039)	591	-
National Lottery: Everyone’s Environment <i>(Accelerate action on the social impacts of the environmental crisis)</i>	-	15,000	(4,443)	-	10,557
Fathers Together	-	33,698	(33,703)	5	-
Nat. Inst. for Health Research: Mapping the Margins	-	32,481	(32,017)	-	464
SFSC parenting programmes for other London Boroughs	-	188,907	(189,136)	229	-
Total restricted funds	6,629	588,698	(586,084)	1,778	11,021

12. Restricted and Unrestricted funds (continued)

	At 1 April 2024	Income	Expenditure	Transfer of Funds	At 31 March 2025
	£	£	£	£	£
Total unrestricted funds					
- General fund	432,944	574,168	(717,892)	20,222	309,442
- Pension reserve	58,378	109,000	(115,138)	(22,000)	30,240
Total unrestricted funds	491,322	683,168	(833,030)	(1,778)	339,682
Total funds	497,951	1,271,866	(1,419,114)	-	350,703

Fund balances at 31 March	Restricted Funds	Unrestricted Funds	As at 31 March 2025	As at 31 March 2024
	£	£	£	£
Are represented by:				
- Tangible fixed assets	-	1,464	1,464	2,304
- Current assets due within one year	11,021	628,984	640,005	704,156
- Current assets due in more than one year	-	-	-	29,189
- Creditors: amounts falling due within one year	-	(290,766)	(290,766)	(237,698)
Total net assets	11,021	339,682	350,703	497,951
	2024-	6,629	491,322	497,951

13. 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 three 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 2025 in respect of its pension obligations under the LGPS. This information, reported on 26th May 2025, shows a net surplus of £2,662,000 as at 31 March 2025 (2024: £2,210,000) 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 £30,240 (2024: £58,378) recognised in these financial statements is an estimate of the impact of reduced contributions for the next year (2024: two years). The difference between the accounting valuation and the reduced future contributions is recognised by the recording of a increase in the “asset ceiling adjustment” of £480,138 (2024 reduction: £ 1,158,193) in the “Other recognised gains and losses” section of the statement of Financial Activities.

Financial Reporting Standard 102 – Retirement Benefits

Total LGPS pension contributions charged during the year amounted to £20,000 (2024: £18,000). Contributions totalling £2,967 in respect of LGPS (2024: £2,869) were payable to the fund at the year end and are included in creditors.

13. Pension commitments (continued)

The major assumptions used by Barnett Waddingham LLP were as follows:	2025 %	2024 %
Rate of increase in salaries	3.90	3.90
Rate of increase in pensions (CPI)	2.90	2.90
Discount rate	5.75	4.80

The mortality assumptions used were:	2025 Years	2024 Years
Longevity at age 65 retiring today		
- Males	20.8	20.8
- Females	23.3	23.3
Longevity at age 65 retiring in 20 years		
- Males	22.1	22.0
- Females	24.8	24.7

The estimated asset allocation in the scheme and present value of scheme liabilities were:	2025 £000	2024 £000
Equities	2,996	2,914
Gilts	83	94
Property	441	363
Cash/temporary investments	106	130
Alternative assets	823	800
Other managed funds	1,009	960
Far value of scheme assets (bid value)	5,458	5,261
Present value of scheme liabilities	(2,796)	(3,051)
Net surplus	2,662	2,210

The reconciliation of opening and closing balances of the present value of the defined benefit obligation is as follows:	2025 £000	2024 £000
Opening defined benefit obligation	3,051	2,845
Current service cost	39	37
Interest cost	147	135
Change in financial assumptions	(355)	(44)
Change in demographic assumptions	-	(41)
Experience loss/(gain) on defined benefit obligation	-	199
Estimated benefits paid (net of transfers in)	(102)	(94)
Contribution by scheme participants	16	14
Closing defined benefit obligation	2,796	3,051

13. 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	2,621	2,760	2,796	2,833	2,990
- Projected service cost	30	33	34	35	38
Adjustment to long term salary increase assumptions	+ 0.5%	+ 0.1%	0.0%	- 0.1%	- 0.5%
- Present value of total obligation	2,825	2,802	2,796	2,790	2,767
- Projected service cost	34	34	34	34	34
Adjustment to pension increases and deferred revaluation	+ 0.5%	+ 0.1%	0.0%	- 0.1%	- 0.5%
- Present value of total obligation	2,965	2,828	2,796	2,764	2,644
- Projected service cost	39	35	34	33	30
Adjustment to life expectancy assumptions	+ 1 year		None		- 1 year
- Present value of total obligation	2,891		2,796		2,704
- Projected service cost	35		34		33

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

	2025 £000	2024 £000
Opening fair value of scheme assets	5,261	4,746
Interest on assets	256	226
Return on assets less interest	10	354
Other actuarial gains/(losses)	-	-
Administration expenses	(3)	(3)
Contributions by employer including unfunded	20	18
Contributions by fund participants	16	14
Estimated benefits paid (net of transfers in and including unfunded)	(102)	(94)
Fair value of scheme assets (bid value)	5,458	5,261
Asset ceiling adjustment	(2,632)	(2,152)
Closing fair value of scheme assets	2,826	3,109

13. Pension commitments (continued)

The reconciliation of scheme assets and liabilities is as follows:	Assets £000	Liabilities £000	Total £000
At 1 April 2024	3,109	(3,051)	58
Benefits paid	(102)	102	-
Employer contributions	20	-	20
Fund participant contributions	16	(16)	-
Current service cost	-	(39)	(39)
Administration expense	(3)	-	(3)
Interest income/(expense)	256	(147)	109
Experience gain on defined benefit obligation	-	-	-
Other actuarial gains/(losses)	-	-	-
Re-measurement gains/(losses)			
- Change in financial assumptions	-	355	355
- Change in demographic assumptions	-	-	-
- Return on plan assets excluding interest income	10	-	10
- Asset ceiling adjustment	(480)	-	(480)
At 31 March 2024	2,826	(2,796)	30

14. Financial commitments

At 31 March 2025 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 £	2025 £	2024 £
Not later than one year	-	-	661	661
Later than one year and not later than five years	-	-	1,983	1,983
Total	-	-	2,644	2,644

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

15. 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 were nine members as at the current year end of 31 March 2025, and there were 10 members at 31 March 2024.

16. Ultimate controlling party

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

17. Related party transactions

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

18. Comparative Statement of Financial Activities (Year ended 31 March 2024)

	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 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					
--Change in financial assumptions		-	(1,707,000)	(1,707,000)	1,593,000
--Return on plan assets excluding interest income		-	459,000	459,000	(105,000)
--Asset ceiling adjustment	14	-	1,158,193	1,158,193	(1,390,815)
Net income 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		6,629	491,322	497,951	431,255