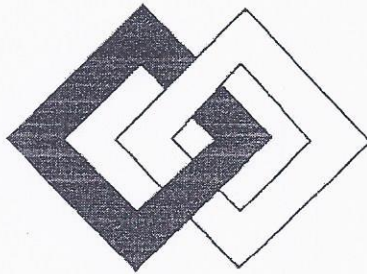


Original

WALTHAM FOREST RACE EQUALITY COUNCIL

WORKING TOWARDS EQUALITY



ANNUAL REPORT
Financial year ending 31st March 2021
2020 -2021



FUNDED & SUPPORTED BY:

**LONDON
COMMUNITY
RESPONSE FUND**



**City Bridge
Trust**



money raised by
healthFreedom
through



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REFERENCE AND ADMINISTRATION

OFFICERS & EXECUTIVE COMMITTEE 2020/2021

Hon. Vice Presidents:	Dr. A. Q. Sheikh, Ms Jean Lambert MEP
Chair Person:	Dr. Shaukat Khan (Up to 10/05/2020)
Vice Chairperson:	Mr M. Akram(Up to 23/09/2020)
Interim Chairperson:	Miss Tasleem Ali (from 22/07/2021)
Interim Vice Chairperson:	Ms Esme Dacent (from 22/07/2021)
Treasurer:	Mr R.A Dowlut.
Trustees:	Miss Tasleem Ali. Mr Abdi Goole. Mr R.A Dowlut.
Executive Members:	Mr Abdi Goole, Mr A. R. Dowlutt, Ms Grace Mecaley, Mr Imran Abassi, Mr M. Yousuf Qureshi, Dr.ArifUllah, Mr M. Akram, Miss Tasneem Ali.
Co-opted Members:	Mr Talat Raja, Mrs Liubov Vizdoga and Mr Cliff D'Souza
Address:	Waltham Forest Resource Centre. 1 Russell Road, Leyton. London E10 7ES
Independent Examiner:	Sidney Milamo, BAcc, ACMA, 25 Watershipdown House, Cambridge Park Road, London E 11 2PY.
Bankers:	Co-operative Bank, Hoe Street London E17
STAFF	Mr Chris Arian, Director Ms Erum Hussain, (Immigration CW) Mrs LiubovVizdoga, Voluntary Worker

MISSION STATEMENT

Waltham Forest REC is working for a Just society, which gives everyone an equal chance to work, to learn and live freely from discrimination, prejudice and from fear of racial harassment or violence.

ANNUAL REPORT 2020 – 21

INTERIM CHAIR'S INTRODUCTION

MISS TASNEEM ALI

The past year has been very challenging for the vital sector Waltham Forest Race Equality Council (WFREC) serves. Despite the adverse economic, social and health impacts of COVID-19, WFREC remains fully committed to providing secure and valued services.

Covid-19 cast a long shadow over 2021 WFREC service. The rapid spread of the disease in the early part of the year; the first lockdown; then further surges in cases and deaths towards the end of the year has challenged the health and care system indeed, the country as a whole as never before. Rightly, The WFREC quickly adapted its workplan to support the vulnerable communities as it faced the challenges of Covid-19. This included drawing on it's strengths, for example, to support the switch to digital working in service delivery. We also drew on talent across the organisation to provide short, accessible guidance and advice for those leading organisations and teams wherever they may be. At a time of great uncertainty, we provided a wide range of content to make sense of complex issues.

Our organisational development work, as a charity, evolved over the year, with an increasing focus on staff/volunteer and service user wellbeing as the key theme in response to the continuing pressures of Covid-19. There was also progress on our diversity and inclusion agenda, through delivery of racism and hate crimes activities.

TREASURER'S REPORT

RASHID A DOWLUT

As Treasurer my primary responsibility is to keep a tight control on the limited resources and see how we spent the money.

We usually have a budget forecast and planned our expenditure accordingly. This year with the pandemic and the lockdown we had to face an unprecedented challenge . We diverged our resources wisely to unplanned services. Fortunately we managed well and met the needs of the community.

Information relating to details of our accounts and activities are given in the financial report of the external independent Auditor. I do not propose to elaborate too much on the information which is already in the Auditor's report.

We have ended this financial year with Wfrec's position remained brilliantly sustainable and we successfully delivered a good service to the vulnerable community.

I would like to thank the funders who have supported us to survive thes challenging times. My thanks also to the Director,staff, volunteers and all members of the Executive committee.

DIRECTOR'S REVIEW

CHRIS ARIAN

It is that time of the year again when we look at our achievements and performance of the past year. Our gains and losses.

Sadly, covid-19 has left us with memorable scars. We have lost our Chairman, Dr Shaukat Khan who passed away last year. The vice-chair, Mr Mohammad Akram a longstanding member of WFREC also passed away in 2020. They both have been active members of several voluntary organisations and great supporters of WFREC. To date we have not appointed a chairperson. As we progress along the remaining step of the lockdown we will reshuffle the executive committee and appoint a chairperson.

Covid-19 and the restrictions that came with it presented a great challenge to the charity and its ways of working. It forced the charity to rethink and adjust its activities to benefit the community in all dimensions, increased safety awareness with hope of a return to normality. Covid has highlighted the poor underlying state of the nation's health and living condition contributing to high death's toll.

The excellent work of staff and volunteers came to the fore as they switched to working from home following the closure of the building in the lockdown and the continued rules on social distancing throughout the financial year. Staff and volunteers displayed great determination and innovation in re-designing the previously face-to-face work and moving into the digital sphere. This meant, for example, that as the year progressed events programme re-started and the team re-designed its open programmes and other delivery work, all on to digital platforms. The great success with which this was done is a testament to the skills of staff and volunteers

My thanks to the staff and volunteers, special thank to the funders who have provided grant to allow us to carry on the essential work. Finally not least members of the executive committee for their support during the challenging times.

IMMIGRATION CASEWORKER

Ms Erum HUSSAIN

This is an overview of my work as Immigration Caseworker.

It has not been an easy year with the pandemic and two lockdowns not two years are the same however we must accept the challenges.

Unsurprisingly there has been a decline in Immigration work. The restrictions had an impact on the services. We had limited access to the office and cannot see clients.

However, we managed to see a few clients whenever circumstances allowed. We also managed to have successfully an OISC remote audit in March 2021.

Hopefully the work will pick up soon I remain optimistic and look forward to the future.

Statistics for the year 2020-2021

We have dealt with a total of 8 cases.

Nationality: 8

My warmest thanks to the management committee, Director and staff volunteer.

Trustees' Report and financial statements for the year ended 31st March 2021

Trustees Report

1) Introduction: The trustees present the financial statements of the charity for the year ending 31st March 2021. The financial statements have been prepared in accordance with the accounting policies set out on page 17 and comply with applicable Laws, the organisation (WFREC's governing documents and the Charities Act 2011, Statement of Recommended Practice (SORP 2011) for accounting and Reporting by charities.

Aims & Objectives: The objects of the council are to work towards the elimination of discriminations and to promote equality of opportunity, and good relations, between persons of different groups, especially in the London Borough of Waltham Forest hereinafter known as the council's "area of benefit".

FUNCTIONS: In pursuing these objects and ancillary thereto but not further or otherwise, the council shall seek to fulfil the functions and may do anything lawful and necessary to fulfil them:

Structure, Governance and Management

Governing Document: The charity is governed by its constitution and acts entirely as a non-profit making organisation and has a charitable status, registered as a charity with the Charity Commission (charity number (803357)

Governance: The trustee's and Executive Committee who have served during the year are set out on page 6. The trustees, who shall be at least three in number, are appointed by the members at the General Meeting and may put themselves forward for re-appointment.

Management: The policy and general management of the affairs of the charity are directed by The Executive Committee (trustees). They meet at least not less than four times a year. The members of the Executive Committee elected, may be removed by the members at the general meeting.

Day to day running of the WFREC is delegated to the Director who attends Executive Committee meetings.

Membership: Membership is open irrespective of sex, sexual orientation, political opinion, nationality, religion or race to all children who live within the area of benefit

Activities

- .Advice & Advocacy: Hate crime casework offering one-off advice and referrals;
- OUTREACH SURGERIES; Promoting Human Rights Awareness;
 - CASEWORK: advice and information on discrimination in employment, education and immigration;
 - Community Cohesion: Community Integration, engagement and Empowerment Activities & Achievement for the year

COVID-19 IMPACT ON THE CHARITY

COVID-19 has increased demand and the charity expects a downturn in income even though it received more income during the pandemic which is worrying not just for the charity, but for the lives and communities that the charity serves. Even as restrictions are lifted financial forecast show that there are concerns that the income will still be impacted, particularly around grant funding, meaning that the charity will still be vulnerable and struggle to cope in the coming financial year.

Going concern

COVID-19 is not expected to have a significant impact on the entity. Management has determined that there is no material uncertainty that casts doubt on the entity's ability to continue as a going concern. It expects that COVID-19 might have some impact, though not significant, for example, in relation to expected future performance, or the effects on some future asset valuations.

Activities During 2020-2021

We have provided the following services

- Access to food and Food sessions.
- Mental and physical health awareness.
- Racism and hate crime awareness and support.
- COVID-19 Awareness and safeguarding
- Hotline telephone access helpline 24 hours
- Issued regular monthly newsletter
- 10-12 virtual presentation to connect the community
- Encouraged people most particularly BAME to vaccinate
- Back on our grassroots to reduce hate crime and racism
- Immigration and case work

Achievements and Performance.

Due to covid-19 restrictions and the lockdowns our activities had been restricted. However, we have had huge supports by our funders which have kept us connected with the community, has come to be the greatest reward for all of us. Against the backdrop of the pandemic when the community needed us more. Our incredible funders have been the National lottery community fund, Award for All, England Sport and City Bridge (London) with the crisis funds.

The charity's main activities has been focused on asylum seekers, refugee, immigrant and BAME disproportionately affected by covid-19. We have collectively bonded confidence and support to those who are vulnerable in the community. It was a challenging year we acknowledge the project of supporting the community was both slower in pace and more challenging than in previous year.

Future Plans

Looking to 2021-22, the charity will build on it's work across it's priority programmes, ensuring this meets both it's long-term aim of racial equality for all, but also that it is relevant and targeted on the key issues the community faces as it emerges from Covid-19 and takes forward the reform agenda. Some of this work will depend on whether we can secure funding for it, so our plans for 2021-22 should be seen as a guide to the work we will be doing, rather than a definitive statement of intent. For the charity as an organisation it also need to take forward it's own change agendas: continuing the journey on diversity and inclusion; making it's fit for new hybrid ways of working in a way that keeps the best of the digital revolution; and delivering on the medium-term financial plan that repairs the damage Covid-19 has done to it's finances.

For the year 2021-22 the charity is applying for funding to deliver on a project assisting Asylum seekers and Refugees particularly forthcoming EU referendum and ongoing trouble in Syria. To enable them to make them self-more familiar with the area and services available to them and how to access those services without any difficulties.

Financial Review and Reserve Policy:

The results of the charity for the year are shown in the annual financial statements set out on pages 11 to 12.

The net assets at 31st March 2021 were £28,940; (2020: £14,947). The Council had income of £67,320; (2020: £20,059) and direct charitable and support expenditure of £53,326; (2020: £28,230). There was a surplus of £13,994, (2020: loss of £8,171). Funds carried forward of £28,940 represent; £7,784 Unrestricted and £21,156 restricted.

Reserve Policy

The charity's policy on reserves is based on recognising the long-term nature of its work and the continuing need for financial support. The restricted funds and the unrestricted reserves are managed as with the intention of providing financial support today and for the foreseeable future.

Policy on reserves is to hold reserves to cover three months of expenditure.

Funding

The charity received income from City Bridge Trust, Charles S French, Local Connections, Charles S French Charitable trust and Reaching Communities, who enabled the charity to provide services in furtherance of its aims and objectives.

Appreciations

All trustees acknowledge the tremendous efforts made by the volunteers. They would like to record their appreciation of all those who give their time and energy so generously. We do rely on the spirit of cooperation, dedication and commitment to accomplish our objectives.

TRUSTEE'S RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENT

Law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity for the period. In preparing those financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards and statement of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statement; and
- Prepare the financial statements on a going concern basis.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity. This enables them to ensure that the financial statements comply with applicable law. They are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed and approved on behalf of the Trustees on  33/08/2021

MISS TASNEEM ALI
Interim Chairperson

INDEPENDENT EXAMINER'S REPORT

Independent Examiner's Report to the trustees of Waltham Forest Race Equality Council (WFREC)

I report on the accounts of your charity for the year ended 31st March 2021, set out on pages 11 to 17

Respective responsibilities of directors and examiner:

As the trustees, you are responsible for the preparation of the accounts; you consider that the audit requirement of section 43(2) of the Charities Act 2011, does not apply. It is my responsibility to state on the basis of procedures specified in the General Directions given by the Charity Commissioners under section 43(7) b of the Act, whether particular matters have come to my attention.

Basis of Independent Examiner's Report:

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement:

In connection with my examination, no matter has come to my attention which:

(1) Gives me reasonable cause to believe that in any material respect the requirements to

- keep accounting records in accordance with section 41 of the Act; and*
- prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Act, have not been met; or*

(2) In my opinion, attention should be drawn to in order to enable a proper understanding of the accounts to be reached.



Sidney H Milambo ACMA BAcc,
25 Watershipdown House,
Cambridge Park Road,
London E11 2PY

Date 23/08/2021.....

WALTHAM FOREST RACE EQUALITY COUNCIL (WFREC)

STATEMENTS OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31st MARCH 2021
(Incorporating Income and Expenditure Accounts)

INCOMING RESOURCES

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2020/21 £	Total 2019/20 £
<i>Incoming Resources From Generating Funds</i>					
- Voluntary Income	2a	2,060	65,260	67,320	18,819
- Activities For Generating Funds	2b	-	-	-	740
-Other Income		-	-	-	500
<i>Investment Income</i>		-	-	-	-
<i>Total Incoming Resources</i>		<u>2,060</u>	<u>65,260</u>	<u>67,320</u>	<u>20,059</u>
 <i>Resources Expended</i>					
Direct Charitable Expenditure	3 (b)	-	52,187	52,187	21,874
Support Costs	3 (c)	-	740	739	6,056
Governance Cost	3 (d)	400	-	400	300
<i>Total Resources Expended</i>		<u>400</u>	<u>52,927</u>	<u>53,326</u>	<u>28,230</u>
<i>Surplus / (Deficit) for the year</i>		<u>1,660</u>	<u>12,334</u>	<u>13,994</u>	<u>(8,171)</u>
Transfer Between Reserves		-	-	-	-
<i>Net Movement</i>		<u>1,661</u>	<u>12,334</u>	<u>13,994</u>	<u>(8,171)</u>
Funds Brought Forward 1/4/2020		6,123	8,823	14,946	23,118
<i>Funds Balance CFWD 31/3/2021</i>		<u>7,784</u>	<u>21,156</u>	<u>28,940</u>	<u>14,947</u>

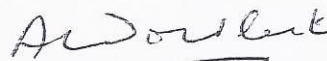
WALTHAM FOREST RACE EQUALITY COUNCIL (WFREC)
BALANCE SHEET AS AT 31st MARCH 2019

	Notes	2020/21 Total £	2019/20 Total £
TANGIBLE FIXED ASSETS	11	-	-
<i>CURRENTS ASSETS</i>			
Bank & Cash at Hand	10	47,432	22,099
		<u>47,432</u>	<u>22,099</u>
<i>Amounts Falling Due within one year</i> Creditors & Accruals	5	(18,492)	(7,152)
<i>Net Current Assets</i>		28,940	14,947
<i>Net Assets</i>		<u>28,940</u>	<u>14,947</u>
<i>FUNDS</i>			
Unrestricted Funds		7,784	6,123
Restricted Funds		21,156	8,824
	9	<u>28,940</u>	<u>14,947</u>

Signed on: 23/08/2021



Interim Chairperson: Ms TASLEEMALI



Treasurer: MR R. A. DOWLUT

WALTHAM FOREST RACE EQUALITY COUNCIL (WFREC)

Notes to the Financial Statement for the year ended 31st March 2021

Accounting policies

1 (a) Basis of preparation

The financial statements have been prepared under the historical cost convention and in accordance with applicable Accounting and Financial Reporting Standards and the charities SORP 2005 and Charity's Act 2006

(b) Fund-accounting

Unrestricted funds are funds available for use or retention at the discretion of the Board of Trustees in accordance with the charity's objectives.

Designated funds comprise funds which have been set aside by the Board of trustees for specific purposes. They are set aside to ensure that redundancies and closure costs can be met at any one time to allow coping with unforeseen circumstances

Restricted funds are funds subject to specific restrictive conditions imposed by the donors or by the declared purposes

(C) Incoming resources

These are included in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the resources;
- the trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability.

All income is accounted for on a receivable basis. Any general -purposes grants whose use is restricted by the grantor to some future accounting period are accounted for as deferred income until the restriction has been satisfied

Grants and donations are only included in the SoFA when the charity has unconditional entitlement to the resources.

Contractual income and performance related grants- Included in SoFA only once the related goods or services have been delivered.

(d) Resources expended

All expenditure is accounted for on an accruals basis and where incurred directly to further the charity's charitable objectives is shown under the heading of direct charitable expenditure

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

(e) No amounts are included in the financial statements for services donated by

volunteers.

the costs of trustee meetings and cost of any legal advice to trustees on governance or constitutional matters.

WALTHAM FOREST RACE EQUALITY COUNCIL (WFREC)

Notes to the Financial Statement for the year ended 31st March 2021

(f) Tangible fixed assets- Tangible fixed assets are stated at cost less depreciation.

Depreciation is provided on a straight line basis over the useful life of the asset

Furniture & Fittings -Capitalised if individual value is more than £500 25%

Equipment Computers 25%. Full Depreciation is provided in the year of purchase

Grant Equipments are capitalised and depreciated according to terms

and conditions of the grant. Where they are not specified, the Grant equipments

are to be capitalised at 25%

2. Incoming Resources

	Unrestricte	Restricted	Total	Total
			2020/21	2019/20
	£	£	£	£
2.(a) Grants				
Peoples Health Trust	-	-	-	4,861
Groundwork/European Social Fund Agency (E)	-	-	-	3,972
City Bridge Trust	-	39,472	39,472	-
Clty Bridge Trust (Deffered)	-	(10,940)	(10,940)	-
French S French Charitable Trust	-	2,000	2,000	-
National lotteries- Reaching Communities	-	32,228	32,228	9,986
Local Connection	-	2,500	2,500	-
Total Grants	-	65,260	65,260	18,819
Donations	2,060	-	2,060	-
2 (b) Activities for Generating Income				
Subscriptions	-	-	-	-
Immigration Case Work	-	-	-	740
Total	-	-	-	740
Other Income	-	-	-	500
Investment Income				
Bank Interest	-	-	-	-
Total Income	2,060	65,260	67,320	20,059

3. Resources Expended as shown in the statements of Financial Activities

(a)Cost of Charitable Activities by fund type

	Unrestrict	Restricted	Total	Total
			2020/21	2019/20
	£	£	£	£
Restricted	-	52,926	52,926	27,930
Unrestricted	400	-	400	300
	400	52,926	53,326	28,230

WALTHAM FOREST RACE EQUALITY COUNCIL (WFREC)

Notes to the Financial Statement for the year ended 31st March 2021

3.(b) Resources Expended as shown in the statements of Financial Activities

Cost of Charitable Activities by Activity type

	Direct Cost	Support Cost	2020/21 Total	2019/20 Total
	£	£	£	£
Restricted	52,137	789	52,926	27,930
Unrestricted	-	400	400	300
	<u>52,137</u>	<u>1,189</u>	<u>53,326</u>	<u>28,230</u>

3.(b) Direct Costs	2020/21 £	2019/20 £
Support Services	9,570	4,379
Project Management	10,705	3,630
Hate Crime Events & Presentation	6,800	9,981
COVID-19 Awareness & Safeguarding	5,134	-
Food Wellbeing Sessions	2,088	-
Equipment	3,000	-
Venue Hire	4,683	2,105
Immigration	-	135
Professional Delivery Fees	5,920	-
Registration	-	575
Volunteers	1,930	570
Food & Provisions	1,532	500
Publicity & Website	825	-
	<u>52,187</u>	<u>21,875</u>
3.(c) Support Costs		
Depreciation	-	-
Professional Fees	-	478
Costs for Generating Funds	-	2,093
Rent	-	2,600
Telephone	246	531
Stationery	239	100
Insurance	254	254
	<u>739</u>	<u>6,056</u>
3.(d) Governance		
Accounts/Independent Examination	400	300
	<u>400</u>	<u>300</u>
Total Support & Governance Costs	<u>1,139</u>	<u>6,356</u>
Total Resources Expended	<u>53,326</u>	<u>28,230</u>

Governance costs are cost of accounts scrutiny, professional advice, costs of legal advice on governance issues and trustees meetings and expenses.

WALTHAM FOREST RACE EQUALITY COUNCIL (WFREC)

Notes to the Financial Statement for the year ended 31st March 2021

4.Creditors	2020/21	2019/20
Accruals - Accounts	400	300
Activities	7,152	6,852
Unearned/Deferred Income	10,940	-
	<u>18,492</u>	<u>7,152</u>
5.Independent Examiner's remuneration		
Independent Examination	250	200
	<u>250</u>	<u>200</u>

6 Analysis of Movement in funds

Restricted Funds	As at 01/04/2020 £	Incoming £	Outgoings £	As at 31/03/2021 £
Grant Income	8,823	65,260	52,926	21,157
	8,823	65,260	52,926	21,157
Un Restricted Funds				
General	6,123	2,060	400	7,783
	<u>14,946</u>	<u>67,320</u>	<u>53,326</u>	<u>28,940</u>

7.Surplus/(deficit) for the year is after changing

	£	£
Accounts & Independent Examination	400	300
Depreciation	-	-
	<u>400</u>	<u>300</u>

8. Analysis of net assets between Funds

	2020/21	2019/20
	£	£
Fixed Assets	-	-
Debtors	-	-
Cash at Bank and in hand	47,433	22,099
Less Creditors	(18,492)	(7,152)
	<u>28,940</u>	<u>14,947</u>

WALTHAM FOREST RACE EQUALITY COUNCIL (WFREC)

Notes to the Financial Statement for the year ended 31st March 2021

9. Analysis of Net Assets by fund

	General	Designated	Restricted	2020/21 Total
	£	£	£	£
Fixed Assets	-	-	-	-
Currents Assets	7,783	-	39,648	47,432
Less Current Liabilities	-	-	(18,492)	(18,492)
	<u>7,783</u>	<u>-</u>	<u>21,156</u>	<u>28,940</u>

	2020/21	2019/20
	£	£
10. Cash Balances		
Cash at Bank	47,429	22,099
Cash at Hand- Petty Cash	3	-
Total Cash	<u>47,432</u>	<u>22,099</u>

	Computers	Total
	£	£
11. Tangible Fixed Assets		
Cost		
As at 1/04/2020	23,459	23,459
Additions	-	-
At 31/05/2021	<u>23,459</u>	<u>23,459</u>

Depreciation		
As at 1/04/2020	23,459	23,459
Additions	-	-
W/F	-	-
At 31/05/2021	<u>23,459</u>	<u>23,459</u>

Net book Values		
As at 1/04/2020	-	-
At 31/05/2021	<u>-</u>	<u>-</u>

13. Employees

Staff Emoluments		
Salaries and casual staff	10,705	4,379
	<u>10,705</u>	<u>4,379</u>

Average Employees During the Year

Full Time Equivalent	0.5	0.5
----------------------	-----	-----

14. Contingencies and contractual commitments

In the opinion of the trustees, at 31 March 2021, there were no contingency liabilities or benefits during the year other than rental payments.