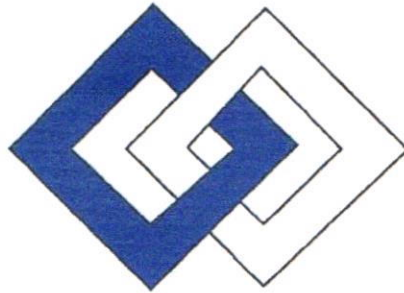


WALTHAM FOREST RACE EQUALITY COUNCIL

WORKING TOWARDS EQUALITY



ANNUAL REPORT

Financial year ending 31st March 2025
2024-2025



FUNDED & SUPPORTED BY:



LOTTERY FUNDED



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REFERENCE AND ADMINISTRATION

OFFICERS & EXECUTIVE COMMITTEE 2023/2024

Interim Chairperson: Miss Tasleem Ali
Interim Vice Chairperson: Ms Esme Dacent
Treasurer: Mr R.A Dowlutt.

Trustees: Miss Tasleem Ali.
Mr Abdi Goole.
Mr R.A Dowlutt.

Executive Members: Mr Abdi Goole, Mr A. R. Dowlutt, Ms Grace Mecaley, (Up to February 2024) 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.

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

Ms Erum Hussain, (Interim Manager)
Mr Chris Arian, (Volunteer Charity Advisor)
Mrs Liubov Vizdoga, (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 2024-2025

CHAIRPERSON'S REPORT MISS TASNEEM ALI

Dear Member / Colleague

Welcome to our Review of the year 2024- 2025. We have had another challenging year. It is not uncommon with the long- term impact of the economy, the cost of living crisis which has affected the community health, well-being and more so affected the economy recovery.

The executive committee is responsible to set up strategies for the long-term sustainability. The strategy plan we put forward from 2024 affirmed our strong belief and intention to nature the interest of the local community at the heart of our decision. am proud to report our strategy has put us on the path to gain more strength and attracted sufficient funds to deliver a good service to the diverse community in Waltham Forest.

However, the landscape is constantly changing with new perspectives. Funders want charitable organisations to demonstrate they are to deliver services with value for money. It is clear we have to produce services at cost effective to support the communities through tough times ahead.

i am confident WFREC will champion all the challenges. I end here by thanking members and colleagues for their continued hard work and dedication.

TREASURER'S REPORT.

MR RASHID A DOWLUTT

As treasurer my primary responsibility is to keep control on our resources available to run REC. I have to know where the money comes from and how we spend it. At the beginning of the financial year, we made a budget forecast which is reviewed every courtly and reported to the executive committees for approval. We operate a risk management process to identify high risks; likely impact and actions required.

We also operate a self-assessment exercise which includes quarters examinations of the ledger book, receipts invoices and petty cash. The final results are used by the independent auditors at the end of the financial year. My responsibility is simply to check the consistency if the summary financial statement with the Annual reports with the full Annual accounts.

Overall, it has been a successful year and my grateful thanks to all our funders for the year ending March 2025. The national lotteries have made significant funding available for REC continuously, including sport/England. Foyle foundation for the year 2024-2025 and with special mention to the Charles French Trust a great supporters of the community and REC.

MANAGER'S REPORT
MISS ERUM HUSSAIN

Dear Member/ Colleague

I am delighted to present my yearly review for year ending 2025. It goes without saying it has been another challenging year.

I am still continuing with my immigration caseworks simultaneously managing the WFREC administrative works. Chris Arian the senior advisor for REC shadowing my work. I have gained significant experience in projects delivering which is incredibly important to the survival of WFREC at the moment.

I am proud to comment we are in a strong position than ever before despite the economic odds to attract funding. We are making significant difference in the community and remain committed to serve them.

Immigration is incredibly important to provide self-generating income to REC. We are promoting this service through advertising campaigns and providing a fairer service at competitive rates. I am also pleased to report we are now attracting more female members in our management team.

Finally, I wish to thank our funders who have supported us throughout the years, the National Lottery, Sports England, Charles French Trust. Barchester and London Borough of Waltham Forest to whom we are indebted and very grateful.

To this end extend my thanks to Chris Arian, the chairperson, volunteers and members of the executive committee for their support.

Trustee's Report and Financial Statements for the year ended 31st March 2025

Trustees Report

1) Introduction:

The trustees present the financial statements of the charity for the year ending 31st March 2025. The financial statements have been prepared in accordance with the accounting policies set out on page 13 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 WFREC 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 has served during the year are set out on pg. 3. 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 Manager 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 and Achievement for the year;

Going concern:

Even though the Rising Cost of Living is having a significant impact on the charity operations, the Management has determined that there is no material uncertainty that casts doubt on the entity's ability to continue as a going concern.

Activities, Achievements for the Year and Future Plans

The Rising Cost of Living and Post covid -19 has significantly impacted the lives of the community and has left us in economic crisis. Nevertheless the charity is forging ahead guided by the community in delivering a valuable service to much needed local community. We are expected to do the same in our future performance.

Activities During 2024-2025:

Provided Information/awareness/resources/training sessions for mental and physical health and engagement events. providing a place for social inclusion, friendship and developing stronger links/interventions, accessing psychological/social support for rebuilding lives and building stronger local communities of older refugees, asylum seekers and immigrants.

Achievement and Performance:

Enabled local community to engage in:

- A narrative and message elevating the perspective that entrenches and extends norms against violence and prejudice – and broaden confidence that working together for inclusion, integration and against extremism can be a shared endeavour.
- Combing plans of action for the dangers presented by hate crimes, unpacking and defusing the causes of fear, hatred and prejudice that underpin racialised grievances, thus, bringing people together to build strong relationships in and across communities.
- Commitment to solidarity to most vulnerable communities, ensuring they receive the support they need to navigate these challenging times, working together, building and rebuilding trust, restoring safety, and creating more inclusive and resilient borough that help more people to reach their potential at the earliest possible stage.
- Food security as coming together and sharing of food and warm space, tackle food insecurity to communities facing challenges because of the cost-of-living crisis.
Not yet completed

Future Plans:

The Rising Cost of Living and pandemic has present us with a catalyst for changes. We are living in challenging time. Nevertheless, we are looking forward and have a clear vision to where we are going for 2025-26 even in the darkest time. Moving the reformed agenda forward, obviously we are depending entirely on the funders goodwill. Our vision is to deliver the service on the basis of value for money for short term and long-term strategies. For the year 2025-26 we aim to continue our trajectory journey through diversity and inclusion which is our mission. We will be seeking to deliver further projects for Asylum, Refugees and immigrants notably for Syria and Ukraine.

Financial Review and Reserve Policy:

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

The net assets at 31st March 2025 were £39,214. The council had income of £25,155; (2024: £36,000) and direct charitable and support expenditure of £18,654; (2024: £30,109). There was a surplus of £6,500; (2024: surplus of £5,891). Funds carried forward of £39,214 represent; £ unrestricted made of Designate: £10,000, General: £13,979 and £15,236 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 unrestricted expenditure.

Funding:

The charity received income from LB Waltham Forest, Awards for All and Sports England 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 trustees to prepare financial statements for each financial year, which gave 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 practise 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:  15.01.2026

Miss Tasneem Ali
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 2025, set out on pages 11 to 12

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 15/01/2026.....

STATEMENTS OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31st MARCH 2025
(Incorporating Income and Expenditure Accounts)


INCOMING RESOURCES

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2024/25 £	Total 2023/24 £
Incoming Resources From Generating Funds					
- Voluntary Income	2a	3,150	22,005	25,155	36,000
- Activities For Generating Funds	2b	-	-	-	-
-Other Income		-	-	-	-
Investment Income					
		-	-	-	-
Total Incoming Resources		3,150	22,005	25,155	36,000
Resources Expended					
Direct Charitable Expenditure	3 (b)	-	13,594	13,594	22,871
Donations & Similar Income	3 (c)		4,710	4,710	6,788
Governance Cost	3 (d)	350	-	350	450
Total Resources Expended		350	18,304	18,654	30,109
Surplus / (Deficit) for the year		2,800	3,701	6,501	5,891
Transfer Between Reserves		-	-	-	-
Net Movement		2,800	3,701	6,501	5,891
Funds Brought Forward 1/4/2024		21,178	11,536	32,714	26,823
Funds Balance CFWD 31/3/2025		23,978	15,236	39,214	32,714

WALTHAM FOREST RACE EQUALITY COUNCIL (WFREC)
BALANCE SHEET AS AT 31st MARCH 2025

	Notes	2024/25 Total £	2023/24 Total £
TANGIBLE FIXED ASSETS	11	1,422	2,846
CURRENTS ASSETS			
Bank & Cash at Hand	10	48,122	30,168
		<u>48,122</u>	<u>30,168</u>
Amounts Falling Due within one year			
Creditors & Accruals	5	10,330	(2,641)
Net Current Assets		37,792	29,868
Net Assets		<u>39,214</u>	<u>32,714</u>
FUNDS			
Unrestricted Funds			21,177
General		13,978	
Designated	6(a)	10,000	
			-
-Revenue		13,814	8,691
-Capital		1,422	2,846
	9	<u>39,214</u>	<u>32,714</u>

Signed on:



15.01.2026

Interim Chairperson: Ms TASLEEN ALI



Treasurer: MR R. A. DOWLUT

Notes to the Financial Statement for the year ended 31st March 2025

Accounting policies

1 (a) Basis of preparation

The financial statements have been prepared under the historical cost conversion 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:

Exercises/Health & Wellbeing

Donations & Similar Income

· the monetary value can be measured with sufficient reliability.

All income is accountable 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 2025**

(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
			2024/25	2023/24
	£	£	£	£
2.(a) Grants				
Sports England	-	11,630	11,630	15,000
London Community Foundation	-	-	-	10,000
LB Waltham Forest	-	375	375	-
National lotteries- Awards for All		10,000	10,000	10,000
W G Edwards		-	-	1,000
		-	-	-
		-	-	-
Total Grants	-	22,005	22,005	36,000
2 (a) Donations & Similar Income	3,150	-	3,150	-
2 (b) Activities for Generating Income				
Subscriptions	-	-	-	-
Immigration Case Work	-	-	-	-
Total	-	-	-	-
Other Income	-	-	-	-
Investment Income				
Bank Interest	-	-	-	-
Total Income	3,150	22,005	25,155	36,000

3. Resources Expended as shown in the statements of Financial Activities**(a) Cost of Charitable Activities by fund type**

	Unrestrict	Restricted	Total	Total
			2024/25	2023/24
	£	£	£	£
<i>Restricted</i>	-	18,354	18,354	29,809
<i>Unrestricted</i>	300	-	300	300
Total	300	18,354	18,654	30,109

WALTHAM FOREST RACE EQUALITY COUNCIL (WFREC)

Notes to the Financial Statement for the year ended 31st March 2025

3.(b) Resources Expended as shown In the statements of Financial Activities**Cost of Charitable Activities by Activity type**

	Direct Cost	Support Cost	2024/25 Total	2023/24 Total
	£	£	£	£
Restricted	13,594	4,710	18,304	29,659
Unrestricted	-	350	350	450
	13,594	5,060	18,654	30,109

3.(b) Direct Costs	2024/25	2023/24
	£	£
Support Services	2,710	1,724
Training	-	1,110
Project Management	800	9,600
Exercises/Health & Wellbeing	4,190	2,390
Venue Hire	2,100	2,100
Cost of Living	-	1,854
Registration	-	367
Volunteers	970	475
Food & Provisions	500	1,377
Outings	-	450
Depreciation	1,424	1,424
Publicity & Website	900	-
	13,594	22,871
3.(c) Support Costs		
Costs for Generating Funds	2,286	4,680
Rent	1,813	1,395
Office Consumables	-	73
Stationery	-	10
Telephone	347	326
Insurance	264	254
Sundry Expenses	-	50
	4,710	6,788
3.(d) Governance		
Accounts/Independent Examination	350	350
Other governance costs	-	100
	350	350
Total Support & Governance Costs	5,060	7,138
Total Resources Expended	18,654	30,009

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

4.Creditors	2024/25	2023/24
Accruals - Accounts	330	300
Activities	-	-
Unearned/Deferred Income	10,000	-
	10,330	300
5.Independent Examiner's remuneration		
Independent Examination	300	200
	300	200

6 Analysis of Movement In funds

Restricted Funds	As at 01/04/2024 £	Incoming £	Outgoings £	As at 31/03/2025 £
Grant Income	11,536	25,155	18,305	18,386
	11,536	25,155	18,305	18,386
Un Restricted Funds				
General	21,178	-	350	20,828
TOTAL	32,714	25,155	18,655	39,214

6 (a) Designated Reserves

Funds earmarked by trustees for specific purposes, allowing for strategic investment while maintaining operational resilience against unexpected income drops or rising costs.

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

	£	£
Accounts & Independent Examination	330	450
Depreciation	1,424	1,424
	1,754	1,874

8. Analysis of net assets between Funds

	2024/25	2023/24
	£	£
Fixed Assets	1,423	2,847
Debtors	-	-
Cash at Bank and in hand	48,122	30,168
Less Creditors	(10,330)	(300)
	39,214	32,715

WALTHAM FOREST RACE EQUALITY COUNCIL (WFREC)**Notes to the Financial Statement for the year ended 31st March 2025****9. Analysis of Net Assets by fund**

	General	Designated	Restricted	2024/25 Total
	£	£	£	£
Fixed Assets	-	-	1,422	1,422
Currents Assets	24,309	10,000	13,814	48,123
Less Current Liabilities	(10,330)	-	-	(10,330)
	13,979	10,000	15,236	39,214

	2024/25 £	2023/24 £
10. Cash Balances		
Cash at Bank	48,122	38,172
Cash at Hand- Petty Cash	-	3
Total Cash	48,122	38,175

	Computers £	Total £
11. Tangible Fixed Assets		
Cost		
As at 1/04/2024	7,117	7,117
Additions	-	-
	-	-
At 31/03/2025	7,117	7,117

Depreciation		
As at 1/04/2024	4,271	2,847
Additions	1,424	1,424
W/F	-	-
At 31/03/2025	5,695	4,271

Net book Values		
As at 1/04/2024	2,846	2,846
At 31/03/2025	1,422	2,846

13. Employees**Staff Emoluments**

Salaries and casual staff	800	7,503
	800	7,503

Average Employees During the Year

Full Time Equivalent	0.5	0.5
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14. Contingencies and contractual commitments

In the opinion of the trustees, at 31 March 2025, there were no contingency liabilities or benefits during the year other than rental payments.