

REGISTERED COMPANY NUMBER: 7863274 (England and Wales)
REGISTERED CHARITY NUMBER: 1148598

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR
ENDED 31 MARCH 2016
FOR**

RACE COUNCIL CYMRU

R Davies
Cwmllynfell
Swansea
SA9 2FG

WEDNESDAY



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21/09/2016 #76
COMPANIES HOUSE

RACE COUNCIL CYMRU

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FOR THE YEAR ENDED 31 MARCH 2016**

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RACE COUNCIL CYMRU
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2016

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2015. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
7863274 (England and Wales)

Registered Charity number
1148598

Registered office
5 Lamb Lane
Killay
Swansea
SA2 7ES

Trustees

Judge Ray Singh CBE
Mr Mel Jehu MBE
Mrs Norma Glass MBE
Mrs Samsunear Ali
Mr Isaac Blake
Professor Upadhyaya
Dr Grace Kerry

Chair
Vice chair
General secretary
Treasurer

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Race Council Company is a charitable company limited by guarantee, incorporated on 28th November 2011 and registered as a charity on 16th August 2012. The company was established under a Memorandum of Association which established the objectives and powers of the company. Members are required to contribute an amount not exceeding £10 on winding up of the company.

Recruitment and appointment of new trustees

The directors of the company are also charity trustees as defined by section 97 of the Charities Act 1993. Under the requirements of the Memorandum and Articles of Association at each annual general meeting one-third of the directors or, if their number is not three or a multiple of three, the number nearest to one-third, must retire from office. If there is only one director he or she must retire. Directors are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting. The appointment of a director, whether by the charity in general meeting or by the other directors, must not cause the number of directors to exceed any number fixed as the maximum number of directors. All board members give their time voluntarily and receive no benefits from the charity.

RACE COUNCIL CYMRU
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2016

Race Council Cymru is the overarching umbrella body established in Wales to bring together key organisations which work to combat prejudice, race discrimination, harassment, abuse and violence. It works towards the elimination of racial discrimination and the promotion of equality of opportunity and improving race relations between people from different racial backgrounds. The board members therefore seek to ensure that the needs of people from the different racial backgrounds are appropriately reflected through the diversity of the board members. To enhance the potential pool of board members the charity has through a scrupulous process recruited board members from varied backgrounds. Equally important is the broad skill mix of the board members which is taken into consideration during the recruitment process. In the event of any skills lost due to board members leaving or through retirement, individuals with similar skills are approached with a request for them to join the Board.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Induction and training of new trustees

Many of the board members at the initial stage of joining the board are already familiar with the practical work of the charity. However, all board members are encouraged to undertake a series of training courses to equip them with the necessary knowledge, skills and awareness of their roles and responsibilities as well as objects of the organisation. A trustee starter pack is given out as a handout to each board member including a copy of the constitution and business plan.

Organisational structure

Race Council Cymru has a minimum of four board members and no maximum number. The board meet quarterly and are responsible for the strategic direction and policy of the charity. The board members are from varied professional backgrounds relevant to the work of the charity and they all have voting rights.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. The trustees have the responsibility to manage risk to sustain the organisation and ensure that all its activities are risk assessed before they are carried out. Systems and procedures have been established to mitigate the risks the charity faces. Most significant is the external risk to funding which has led to the development of a strategic plan which will allow diversification of funding and activities. Internal control of risk is minimised by the implementation of procedures for authorisation of all transactions and projects. All relevant policies are regularly reviewed periodically to ensure that they meet the needs of the charity.

OBJECTIVES AND ACTIVITIES

Objectives and aims

Race Council Cymru is committed to breaking down barriers, promoting participation and community cohesion and integration as well as facilitating a better understanding of BAME people in Wales. It is involved in the promotion of equality and diversity for the public benefit by for example: the elimination of discrimination on the grounds of race, culture, ethnicity, nationality. And language; advancing education and raising awareness in equality and diversity; promoting activities to foster understanding between people from diverse ethnic backgrounds; conducting or commissioning research on equality and diversity issues and publishing the results to the public; cultivating a sentiment in favour of racial equality and diversity.

RACE COUNCIL CYMRU
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2016

OBJECTIVES AND ACTIVITIES

Significant activities

Annual Race Conference

The All Wales Annual Race Equality Conference 2016 took place on the 21st of March 2016 at the Wales Millennium Centre, Cardiff, to mark the UN Day for Eliminating Race Discrimination. The subject of the conference was "The Impact of Racist Hate Crime on Victims across Wales". The keynote speakers were: Sir Nicholas Young, former Chief Executive of the British Red Cross; Rachel Allen, Gwent Police and Crime Commissioners Office; Jenny Mullis, Race Council Cymru BAME Engagement Project Officer; Ms Iolanda Banu Viegas, leader of Portuguese Speaking Communities in Wrexham, Race Council Cymru's Third Sector Partnership Council Representative for North Wales; Ms. Kanwal Mahmood, Victim Support Cymru; and Mr Phil Offord, Training Manager Race Council Cymru. Over 100 delegates from the third and public sector attended the event. RCC organised the conference in partnership with a number of organisations, including Victim Support Cymru, Time to Change Wales, WCVA, Wales Millennium Centre, NHS Centre for Equality and Human Rights (CEHR), and Show Racism the Red Card.

Primary Stakeholders Forum

Race Council Cymru established and manages a Primary Stakeholders Forum, which is made up of key national organisations working towards the elimination of race discrimination and inequalities in Wales. The Forum is a vehicle for organisations to discuss and identify common issues relating to racial prejudice and discrimination and inform Race Council Cymru's strategic direction and actions. The Forum, whose membership comprises 37 organisations, meets quarterly.

Third Sector Partnership Council

Race Council Cymru is the body that represents Ethnic Minorities on WCVA's (Wales Council for Voluntary Action) Third Sector Partnership Council (TSPC). It is a key mechanism for the third sector to talk to, and hear from, Welsh Government. It is chaired by the Minister for Communities and Tackling Poverty and is made up of representatives of third sector networks working across 25 areas of third sector activity along with three representatives from WCVA. TSPC members are expected to ensure effective communication with networks and third sector bodies they are representing. This will be achieved by different means, depending on the size, nature and geographical spread of the constituent groups.

Interpretation Scheme

The Interpretation Scheme was established by Race Council Cymru and British Red Cross in response to service delivery demands to facilitate the settling in of Syrian refugees in Wales. Race Council Cymru provides Arabic speakers for British Red Cross personnel operating in Aberystwyth and translation services for British Red Cross initiatives in Swansea and Aberystwyth. Arising from the scheme, Race Council Cymru has started to develop a database of translators and interpreters in other languages.

OPCC BAME Project

The purpose of the Race Council Cymru-managed project was to identify and engage with emerging and isolated Black, Asian, and Minority Ethnic (BAME) communities across Gwent (excluding the Newport area) to improve the communities' trust and confidence in Gwent Police and in the Office of the Police and Crime Commissioner, through improved communication. A Community Engagement Development Worker was engaged to work collaboratively with statutory and voluntary partnerships and other community networks to gain a better understanding of the areas in which people were living and the issues affecting BAME communities. There was a particular focus on people living in rural areas of Gwent, newly emerging communities, and commonly named 'hard to reach' communities. It was intended that the project would improve channels of communication; achieve a better

understanding of neighbourhood policing and of the work of the OPCC; and provide the OPCC with greater awareness of the nature, location, and needs of BAME communities.

Public benefit

When reviewing its objectives and aims reference is made to the guidance contained in the Charity Commission's general guidance on public benefit. The board of management considers in detail how planned activities contribute to the aims and objectives set out in the organisation's constitution.

FINANCIAL REVIEW

Reserves policy

The board members recognise the need to build reserves for the organisation to help manage risks. However, the organisation is with limited income which makes it very difficult to realise any surplus income for this purpose. The board has examined the charity's requirements for reserves in light of funds not committed or invested in tangible fixed assets held by the charity should be between 3 and 6 months of the expenditure. The reserves policy will be reviewed on an annual basis for this purpose.

Principal funding sources

The main funding source for the charity is grant income. The income of £17,792 from grants during the year accounts for 72% of all income. The principal funding sources are WCVA and Gwent Police.

The organisation also generates income from its annual conference from attendance fees and charges for display space. Although the funds raised in this way are minimal, they help towards ensuring the sustainability of the organisation's activities.

Investment policy and objectives

An investment policy has not at this point been considered as a priority given the limited income of the charity. Its income and expenditure is very small and as a consequence does not have sufficient funds to invest in long term investments. Most of the charity's funds available are spent in the short term to cover running costs so there are few funds for long term investments. The charity has therefore adopted a low risk strategy to the investment of funds. All funds are held as cash in the bank. A review of the investment policy will be examined by the board in planning for the future of the charity.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

ON BEHALF OF THE BOARD

Signed:
Judge Ray Singh CBE

Date: 4/8/16

RACE COUNCIL CYMRU
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2016

| | | | 2016 | 2015 |
|--|-------|-------------------------|-----------------------|------------------|
| | Notes | Unrestricted funds £ | Restricted funds £ | Total funds £ |
| INCOMING RESOURCES | | | | |
| Incoming resources from generated funds | | | | |
| Voluntary income | | 3,699.49 | 19,905.45 | 23,604.94 |
| Activities for generating funds | | 1,275.00 | | 1,275.00 |
| Total incoming resources | | 4,974.49 | 19,905.45 | 24,879.94 |
| RESOURCES EXPENDED | | | | |
| Charitable activities | | | | |
| Charitable activities | | 1,399.26 | 19,744.76 | 21,144.02 |
| Governance costs | | - | - | - |
| Total resources expended | | 1,399.26 | 19,744.76 | 21,144.02 |
| NET INCOMING/(OUTGOING) RESOURCES | | 3,575.23 | 160.69 | 3,735.92 |
| RECONCILIATION OF FUNDS | | | | |
| Total funds brought forward | | 1,618.62 | 3,727.79 | 5,346.41 |
| TOTAL FUNDS CARRIED FORWARD | | 5,193.85 | 3,888.48 | 9,082.33 |

The notes form part of these financial statements

RACE COUNCIL CYMRU
BALANCE SHEET AT 31 MARCH 2016

| | | | | 2016 | 2015 |
|--|-------|-------------------------|-----------------------|------------------|------------------|
| | Notes | Unrestricted funds £ | Restricted funds £ | Total funds £ | Total funds £ |
| CURRENT ASSETS | | | | | |
| Debtors | | - | - | - | - |
| Cash at bank | | 5,193.85 | 3,888.48 | 9,082.33 | 5,346.41 |
| | | <u>5,193.85</u> | <u>3,888.48</u> | <u>9,082.33</u> | <u>5,346.41</u> |
| CREDITORS | | | | | |
| Amounts falling due within one year | | - | - | - | - |
| | | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> |
| NET CURRENT ASSETS | | <u>5,193.85</u> | <u>3,888.48</u> | <u>9,082.33</u> | <u>5,346.41</u> |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | <u>5,193.85</u> | <u>3,888.48</u> | <u>9,082.33</u> | <u>5,346.41</u> |
| NET ASSETS | | <u>5,193.85</u> | <u>3,888.48</u> | <u>9,082.33</u> | <u>5,346.41</u> |
| FUNDS | | | | | |
| Unrestricted funds | | | | 5,193.85 | 1,618.62 |
| Restricted funds | | | | 3,888.48 | 3,727.79 |
| | | | | <u>9,082.33</u> | <u>5,346.41</u> |
| TOTAL FUNDS | | | | <u>9,082.33</u> | <u>5,346.41</u> |

The notes form part of these financial statements

RACE COUNCIL CYMRU
BALANCE SHEET - CONTINUED
AT 31 MARCH 2016

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 relating to subsidiary charitable companies for the year ended 31 March 2016.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2016 in accordance with Section 476 of the Companies Act 2006.

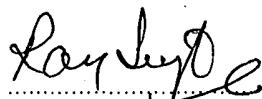
The trustees acknowledge their responsibilities for:

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

The financial statements were approved by the Board of Trustees on 4/8/16 and were signed on its behalf by:


Judge Ray Singh


Samsunear Ali

The notes form part of these financial statements

RACE COUNCIL CYMRU

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2016

1. ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

Incoming resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. The incoming resources are made from donations, grants and fundraising activities. All these are included in the Statement of Financial Activities when receivable.

Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees. Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Company status

The charity is a company limited by guarantee. 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.

2. ACTIVITIES FOR GENERATING FUNDS

| | 2016 | 2015 |
|--------------------|----------|----------|
| | £ | £ |
| Fundraising events | 1,275.00 | 3,150.00 |

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2016 nor for the year ended 31 March 2015.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2016 or for the year ended 31 March 2015.

RACE COUNCIL CYMRU

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2016**

| DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR | 2016 | 2015 |
|---|-------------|-------------|
| | £ | £ |
| Other debtors | - | - |
| | <hr/> | <hr/> |
| CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR | | |
| Bank loans and overdrafts | - | - |
| Taxation and social security | - | - |
| Other creditors | - | - |
| | <hr/> | <hr/> |
| | <hr/> | <hr/> |

RACE COUNCIL CYMRU

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED FOR THE YEAR ENDED 31 MARCH 2016

7. MOVEMENT IN FUNDS

| | At 1.4.15 £ | Net Movement in funds £ | At 31.3.16 £ |
|--|----------------|----------------------------------|-----------------|
| Unrestricted funds | | | |
| General fund | 1,618.62 | 300.23 | 1,918.85 |
| Restricted funds | | | |
| WCVA – Third Sector Partnership Council | 4,876.62 | 1,827.38 | 6,704.00 |
| Big Lottery | 247.62 | (100.00) | 147.62 |
| Race Conference | (1,396.45) | (1,880.98) | (3,277.43) |
| OPCC BAME Project | - | 3,656.04 | 3,656.04 |
| British Red Cross – Interpretation Project | - | (66.75) | (66.75) |
| | 3,727.79 | 3,435.69 | 7,163.48 |
| TOTAL FUNDS | 5,346.41 | 3,735.92 | 9,082.33 |

Net movement in funds, included in the above are as follows

| | Incoming resources £ | Resources expended £ | Movement in funds £ |
|--|----------------------------|----------------------------|---------------------------|
| Unrestricted funds | | | |
| General fund | 1,699.49 | (1,399.26) | 300.23 |
| Restricted funds | | | |
| WCVA – Third Sector Partnership Council | 7,792.00 | (5,964.62) | 1,827.38 |
| Big Lottery | - | (100.00) | (100.00) |
| Race Conference | 3,575.00 | (5,455.98) | (1,880.98) |
| OPCC BAME Project | 10,000.00 | (6,343.96) | 3,656.04 |
| British Red Cross - Interpretation Project | 1,813.45 | (1,880.20) | (66.75) |
| | 23,180.45 | (19,744.76) | 3,435.69 |
| TOTAL FUNDS | 24,879.94 | (21,144.02) | 3,735.92 |

RACE COUNCIL CYMRU

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED FOR THE YEAR ENDED 31 MARCH 2016

8. RESTRICTED FUND

Annual Race Conference

All Wales Annual Race Equality Conference 2016 took place on the 21st of March 2015 at the Wales Millennium Centre in Cardiff. The subject of the conference was "The Impact of Racist Hate Crime on Victims across Wales." The conference was funded by restricted grants and donations from Gwent Police, Public Health Wales, WCVA, Victim Support Cymru, and Chwarae Teg. Further funding was raised through attendance fees and from charges for organisations and agencies to have display stalls. Some of the funding raised was treated as restricted in order to meet the costs of the conference.

Third Sector Partnership Council

Race Council Cymru is the body that represents Ethnic Minorities on WCVA's (Wales Council for Voluntary Action) Third Sector Partnership Council (TSPC). It is a key mechanism for the third sector to talk to, and hear from, Welsh Government. It is chaired by the Minister for Communities and Tackling Poverty and is made up of representatives of third sector networks working across 25 areas of third sector activity along with three representatives from WCVA. Race Council Cymru receives a grant from WCVA to enable it to effectively communicate with networks and third sector bodies it is representing and to attend meetings of the TSPC.

Interpretation Scheme

The Interpretation Scheme was established by Race Council Cymru in response to service delivery demands to facilitate the settling in of Syrian refugees in Wales. Race Council Cymru provides Arabic speakers for British Red Cross personnel operating in Aberystwyth and translation services for British Red Cross initiatives in Swansea and Aberystwyth. The Scheme is funded by British Red Cross, based on set charges for the provision of interpreters and translators.

OPCC BAME Project

The purpose of the Race Council Cymru-managed project was to identify and engage with emerging and isolated Black, Asian, and Minority Ethnic (BAME) communities across Gwent (excluding the Newport area) to improve the communities' trust and confidence in Gwent Police and in the Office of the Police and Crime Commissioner, through improved communication. A Community Engagement Development Worker was engaged to work collaboratively with statutory and voluntary partnerships and other community networks to gain a better understanding of the areas in which people were living and the issues affecting BAME communities. A successful application to the Office of the Police & Crime Commissioner (OPCC) Partnership Fund Gwent secured a grant of £10,000 to finance the project.

RACE COUNCIL CYMRU
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2016

| | 2016 £ | 2015 £ |
|--|------------------|------------------|
| INCOMING RESOURCES | | |
| Voluntary income | | |
| Donations and Legacies | 3,651.75 | 500.00 |
| Grants | 17,792.00 | 13,730.00 |
| Tuition/Interpreters | 2,113.45 | 100.00 |
| Refunds/Reimbursements | 43.65 | 277.00 |
| Interest | 4.09 | 6.12 |
| | <hr/> | <hr/> |
| | 23,604.94 | 14,613.12 |
| Activities for generating funds | | |
| Fundraising events | 1,275.00 | 3,150.00 |
| | <hr/> | <hr/> |
| Total incoming resources | 24,879.94 | 17,763.12 |
| RESOURCES EXPENDED | | |
| Charitable activities | | |
| Consultancies | 13,093.31 | 5,130.50 |
| Admin & Stationery | 1,270.85 | 128.27 |
| IT | 1,334.30 | 799.46 |
| Equipment | - | 804.97 |
| Membership | 25.00 | 85.00 |
| Travel & Subsistence | 2,047.26 | 1,623.38 |
| Training | - | 2,926.38 |
| Telephone | 547.77 | 151.46 |
| Insurance | 507.53 | 477.00 |
| Venue Hire | 2,310.00 | 2,208.00 |
| Bank charges | 8.00 | 192.00 |
| | <hr/> | <hr/> |
| | 21,144.02 | 14,526.42 |
| Governance costs | - | - |
| | <hr/> | <hr/> |
| Total resources expended | 21,144.02 | 14,526.42 |
| | <hr/> | <hr/> |
| Net (expenditure)/income | 3,735.92 | 3,236.70 |
| | <hr/> | <hr/> |

This page does not form part of the statutory financial statements