

**CENTRAL SCOTLAND REGIONAL
EQUALITY COUNCIL LIMITED**

**REPORT OF THE DIRECTORS
AND FINANCIAL STATEMENTS**

For the year ended 31 March 2019

**Company number SC208570
Charity number SC010373**

**COMPANIES HOUSE
EDINBURGH**

18 DEC 2019

FRONT DESK



WHITELAW WELLS

**Chartered Accountants & Statutory Auditors
9 Ainslie Place
Edinburgh
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CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT AND FINANCIAL STATEMENTS

For the year ended 31 March 2019

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CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT OF THE DIRECTORS

For the year ended 31 March 2019

The directors present their report and financial statements for the year ended 31 March 2019.

OBJECTIVES AND ACTIVITIES

The objects, as laid out in the governing document, are:

- 1) to work towards the elimination of discrimination in all of its forms in Central Scotland;
- 2) to reduce inequality and promote a culture of human rights
- 3) to promote equality of opportunity and good relations between people of all communities living and working in Central Scotland and
- 4) to promote co-operation in the achievement of the aforesaid purposes and to that end bring together the CSRECL representatives of the statutory authorities, voluntary organisations and other relevant agencies engaged in the furtherance of the aforesaid purposes within the areas of the three councils areas namely; Clackmannanshire, Falkirk and Stirling Scotland

Our mission is to work towards a fair Central Scotland, which gives everyone an equal chance to learn, work and live free from discrimination and prejudice and the fear of harassment and violence.

CSREC is opposed to all forms of discrimination and oppression. We actively promote justice and equality of opportunity for all. We are committed to plan and deliver services in a manner that is transparent, professional, sensitive and that values diversity.

The main objectives and activities for the year continued to focus upon client support and guidance, and the promotion of equality of opportunity and good relations. This was carried out through a variety of projects and events

ACHIEVEMENTS AND PERFORMANCE

In 2018-19, the directors, staff and volunteers of the Central Scotland Regional Equality Council (CSREC) continued to work together to develop, expand, publicise and deliver on the role of the charity in tackling the inequalities and discrimination experienced by too many living, working or studying across the Forth Valley.

Sadly, this year was also a year of loss, with the passing of Michael Giannandrea, a long standing director of CSREC, latterly our Chair and always a passionate advocate of our work over many years.

Over the past year a high level of demand continued for our **Support and Advice Service** which assists those who experience inequality or discrimination.

CSREC held a large number of community engagement events providing information stalls and awareness sessions on equality, diversity, hate crime reporting, dementia, climate change and other issues of importance to our communities such as the impact of BREXIT.

The charity continued to lead as an active Third Party Reporting Centre to report hate incidents and hate crimes to Police Scotland. As a result of CSREC's outreach work, individuals and community groups engaged with CSREC to discuss their concerns relating to equality, discrimination and community cohesion.

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ACHIEVEMENTS AND PERFORMANCE (continued)

In 2018-2019 CSREC has had direct contact with almost 17,000 people through workshops, training sessions, information events, contact sessions and community meetings.

Over the year CSREC has worked closely and built partnerships with a wide range of organisations and community groups working with over 220 organisations and community groups reflecting our role as a pan-equalities organisation.

Equality in the Community

This year saw the continuation of the successful Scottish Government funded **Equality in the Community** project supported by the Promoting Equality and Cohesion Fund 2017-2020 managed by Impact Funding Partners (formerly Voluntary Action Fund).

The outcomes that the project continues to work towards are:

1. Discrimination against people who share protected characteristics is reduced & multiple-discrimination is addressed so that barriers to participation are reduced.
2. People covered by hate crime legislation experience lower levels of hate crime.
3. People and communities are supported to participate in & engage with services & civic society; their contribution is recognised and community cohesion is increased.

The project funding allowed us to continue to employ an Equality Engagement Officer. The project takes an intersectional approach and particularly seeks to address the challenges faced by those with multiple protected characteristics.

The Equality in the Community project engaged with local community groups to discuss and address their experiences and concerns. It facilitated contact between them and partner public and third sector agencies to ensure that practical solutions to these concerns are developed and delivered.

The Support and Advice Service saw an increase in the uptake of the service by a further 29.4% over the previous year at 308 cases. Through CSREC's partnership agreement with the Ethnic Minorities Law Centre we are able to ensure specialist legal and immigration advice is available where required to CSREC's service users.

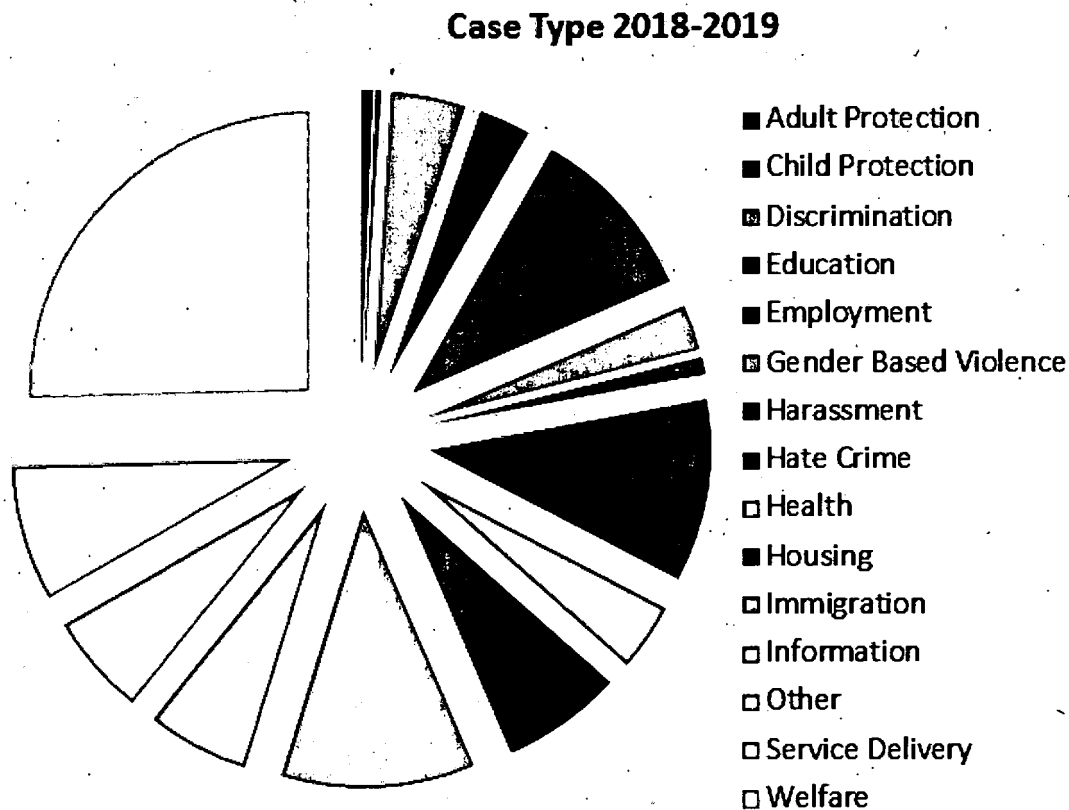
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ACHIEVEMENTS AND PERFORMANCE (continued)

The categories of cases supported are as below:



Forth Valley Communities for Conservation (FVC4C)

During 2018-2019 we received continued funding for the **Forth Valley Communities for Conservation (FVC4C)** project from Scottish Government through the Climate Challenge Fund managed by Keep Scotland Beautiful.

The activities of the project will endeavour to reduce CO₂e by 178.4 tonnes over the two years the project is funded and lead to lifetime savings of 969.5 tonnes of CO₂e.

CSREC had been aware of issues relating to fuel poverty and the willingness of ethnic minority and LGBTI community members to participate in schemes to reduce their energy costs and be environmentally friendly but not knowing exactly how they could reduce their impact on the environment.

The long-term objective of the project therefore is to help people from minority ethnic and LGBTI communities make necessary behaviour changes to reduce their CO₂e emissions; foster community cohesion through involvement in climate change related initiatives and reduce social isolation.

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ACHIEVEMENTS AND PERFORMANCE (continued)

The project team consists of 6 staff members, an overall Project Coordinator (FT), 4 Community Link Officers (PT) to increase our outreach capacity with the African and Caribbean, Chinese, East Asian, Polish and Eastern European Communities and South Asian communities and a Volunteer Coordinator (PT).

We were able to develop volunteers as climate action champions for the environment and create awareness about climate change amongst ethnic minority and LGBTI communities in Forth Valley.

During the year we worked with 112 households and 12 businesses from minority ethnic and LGBTI communities living in the Forth Valley area to support and advice and build capacity and resilience around climate change through multi-layered interventions.

The team delivered home energy visits, Fuel Good events (fuel-efficient eco-friendly driver training) with support from the Energy Saving Trust and Transport Scotland, and held awareness sessions and community events on climate change.

In addition to this we launched the CSREC Cycling Club to encourage a more carbon-free travel lifestyle. We offered free bike rides, free bike repairs, bike library and free cycling lessons. We provided energy efficient advice to ethnic minority owned/run businesses in the Forth Valley area.

Dementia and Care in our Communities

2018-2019 also saw the commencement of our two-year **Dementia and Care in our Communities** project supported with funding from the Life Changes Trust.

The key aims of the project are:

- To study and develop an understanding of the extent, and impact of dementia on the lives of affected individuals from South Asian, Chinese, East Asian; African, Caribbean, Polish, East European and other minority ethnic backgrounds.
- To study and develop an understanding of the impact on the lives of paid/unpaid carers of those from these backgrounds.
- To provide information to those living with dementia and their carers on relevant dementia related services and where necessary, support them to access these services.
- Raise awareness about dementia within these communities.

These aims are being delivered by our dementia project coordinator who is working with stakeholders to share their experiences of living with dementia and their thoughts about the support services available to them.

The project is guided by its Advisory Board, to ensure that our decision-making is informed by the views and needs of people affected by dementia.

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ACHIEVEMENTS AND PERFORMANCE (continued)

The project coordinator has been able to contribute to discussions with service providers in the statutory and third sectors towards the development of dementia-friendly communities and reducing the stigma affecting many people living with dementia.

We will continue to connect with community groups in the Forth Valley region to conduct outreach work, and work directly with people affected by dementia and their carers to understand their experiences of living with the condition.

We are developing a resource to provide information regarding the barriers and issues faced by people from ethnic minority communities and stakeholders. Through this learning, we will develop materials that will enable dementia service providers to enhance their understanding of the specific support needs of people and their carers from minority ethnic communities when affected by dementia, the barriers experienced by people from these communities when seeking to access dementia support services and good practice when providing support.

Volunteering for All

We successfully bid for funding for a **Volunteering for All** project from the Scottish Government's Volunteering Support Fund 2018-2021 managed by Impact Funding Partners. This has allowed us to develop capacity to work with volunteers facing inequalities and barriers to volunteering while enhancing the capacity of the organisation to deliver services.

The key objectives of the project are:

- Increasing the existing diversity of CSRECs volunteer pool, especially to include those who experience disadvantage or would traditionally experience barriers to volunteering.
- Improving opportunities for skills and personal development through volunteering across the Falkirk, Stirling and Clackmannanshire council areas.
- Improving CSREC's capacity to support, train and deploy volunteers.
- Enhancing the services CSREC delivers to better meet the needs of the communities we serve.

We worked with 34 volunteers and received 2095.25 hours from them as they provided important support with a wide variety of tasks including outreach, assisting at events, acting as climate champions, providing administration, support and advice, assisting with media and publicity, supporting cycling initiatives, giving energy advice, conducting research and policy development and fundraising.

Volunteering with CSREC has helped socially isolated volunteers to build their social networks, increase their confidence, improve their English language skills, interact with other people, reduce loneliness and improve their mental health and wellbeing.

These opportunities were very important for the volunteers who have said they have seen possibilities that they thought simply did not exist or were not available to them. A total 13 volunteers entered employment and 4 volunteers moved into higher or further education.

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ACHIEVEMENTS AND PERFORMANCE (continued)

The appointment of a Volunteer Coordinator has allowed us to offer consistent support to our expanding volunteer group, and allows for proper induction into the organisation. CSREC achieved **Investing In Volunteers (IiV)** accreditation in January 2019 which was a great testament to the professionalism and commitment taken to embedding volunteering into CSREC. Through this we are able to make volunteering a better experience for volunteers and the organisation.

Employability Clubs

The year 2018-2019 saw CSREC organise three **Employability Clubs** in partnership with Skills Development Scotland (SDS) aimed at people from ethnic minority communities, refugees, women and others facing barriers to employment or training.

The primary objective of the clubs was to promote interest and participation in the Modern Apprenticeship programme. The first two of these Employability Clubs was held in Falkirk and Stirling for 12 weeks each and the Forth Valley Employability Club held from March 2019 ran for 14 weeks.

The Employability Clubs allowed participants to learn about:

- Modern Apprenticeships
- Soft Skills and interviews
- Building CVs and writing effective cover letters
- Visits to local employers
- Linking up with Skills Development Scotland
- Learn about workplace opportunities.

The Employability Coordinator delivered the sessions and the positive outcome from the session is that a total of 10 people who participated in the training have found employment and one person has started a social enterprise. Others have started volunteering and three participants went on to undertake a Modern Apprenticeship.

Hate Crime & 3rd Party Reporting

CSREC operates one of the most active **3rd Party Reporting** Centres in Scotland and we continue to support those who need to make reports through the Police Scotland online reporting system.

CSREC has worked with Police Scotland to refresh training to Third Party Reporting Centres and to assist in the setup of new centres including raising awareness amongst community groups and organisations to encourage them to sign up as Third Party Reporting Centres in Forth Valley. CSREC has also worked with Police Scotland to improve the experience for those reporting through Third Party Reporting Centres which include the practicality of using the system and accessibility challenges.

CSREC supported the Scottish Government's One Scotland hate crime campaign 2018 providing all 5 participants for a PR and Media campaign produced with SMART PR.

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ACHIEVEMENTS AND PERFORMANCE (continued)

The campaign was designed to raise awareness of what hate crime is and to encourage reporting. All videos, audio and press stories featured CSREC service users covering all 5 aggravators of hate crime and were shot in Forth Valley at venues coordinated by CSREC.

We supported at the media launch of the campaign in Edinburgh on 26 September 2018 when two of our service users featured in the videos spoke at the launch with the Cabinet Secretary for Communities and Local Government, and Cabinet Secretary for Justice.

These service users were also interviewed by the press. One of the articles can be viewed online here: <https://www.dailyrecord.co.uk/news/real-life/transgender-woman-reveals-ordeal-new-13314044>

The campaign can be viewed online here: <https://onescotland.org/campaigns/hate-crime-campaign/>

CSREC undertook a range of information sessions during Hate Crime Awareness Week in 2018 between 15 October 2018 and 19 October 2018 in partnership with ScotRail, British Transport Police and Stirling Council.

Information events were hosted at public transport venues across the area engaging with over five and a half thousand commuters and travellers;

- Stirling Train Station 16/10/2018
- Stirling Bus Station 16/10/2018
- Falkirk High Train Station 17/10/2018
- Polmont Train Station 18/10/2018
- Larbert Train Station 18/10/2018.
- Falkirk Grahamston Train Station 18/10/2018

Further testament to the support we have provided to service users who experienced hate crime can be seen in the two videos available from the link below:

<https://www.youtube.com/watch?v=i78YRSIs0Q4&feature=youtu.be>

https://www.youtube.com/watch?v=hca_bRxletE&feature=youtu.be

Engagement

Through all of our funded projects and core activity CSREC seeks to build on and maintain the trusted position it holds with community groups and partners across Forth Valley. Details of these groups and partners can be found at Appendix A.

During 2018-19, as part of our community engagement work, we held a large number of events and awareness raising sessions on equality, diversity, hate crime and sectarianism.

Details of a selection of these events can be found at Appendix B.

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ACHIEVEMENTS AND PERFORMANCE (continued)

CSREC also fed back to public bodies the findings from its consultations in the community including a very detailed response to Scottish Government's Consultation on the Review of Hate Crime Legislation in Scotland. CSREC's full response can be found here: <https://bit.ly/2iXPY6v>

Falkirk People's Rights and Equality Group (FPREG), Stirling People's Rights and Equality Group (SPREG) and Clackmannanshire People's Rights and Equality Group (CPREG) met several times each during the year and held events and consultations during the course of the year. We were able to use a variety of formats and widened the reach of these events by live casting some of the meetings.

In addition to the work above CSREC also regularly sends emails to its database of over 800 email addresses that are in turn cascaded on by other organisations.

CSREC also has about 2200 contacts through its social media channels (Facebook, Twitter, Instagram, Google+ and LinkedIn). Posts by CSREC are shared, liked and retweeted. For the period 1st April 2018 to 31st March 2019 CSREC's website had engagement with 5,170 unique users and has had 14,117 page views through 7,039 sessions (Source: Google Analytics). CSREC's Twitter channel continues to be popular and has been reported by many partners to be a useful resource to network and make connections with organisations.

Quality Improvement

Following their assessment visit on 17th January 2019, Quality Scotland announced on 21st January 2019 that CSREC has been awarded the **European Foundation for Quality Management's (EFQM) - Committed to Excellence** accreditation. This Committed to Excellence accreditation is valid for two years. The EFQM was fully funded by Quality Scotland's third sector programme for quality improvement.

Three improvement projects were selected for us to demonstrate how we would achieve this status:

- 1) Improved engagement with all stakeholders through feedback
- 2) Widening sources of funding for CSREC including donations from individuals
- 3) Achieving better outcomes for our volunteers & achievement of Investing in Volunteers status.

Conclusion

None of our work could only be achieved without the joint contributions and invaluable support of our board of directors, staff and volunteers.

While we have been successful in receiving project funding for new projects to expand our services, funding remains a challenge for CSREC especially for core funding activities and the board of directors and manager continue to address the challenges associated with raising funds for ensuring the sustainability of the organisation. In 2018-19 we received funding support through the following grants;

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ACHIEVEMENTS AND PERFORMANCE (continued)

- Scottish Government's Promoting Equality and Cohesion Fund, 2017-2020
- Greener Scotland's Climate Challenge Fund, 2018-2020
- Volunteer Support Fund, 2018-2021
- Life Changes Trust – 2018-2020
- Falkirk Council
- Stirling Council
- Skills Development Scotland
- Roots

Additionally, CSREC continued to receive support from and work with Forth Valley Language Support (FVLS). This partnership helps provide additional help to those service users who don't speak English as their first language. The financial and in kind support received from FVLS has played a crucial role in stabilising the finances of CSREC. Their generous support has enabled CSREC to develop publicity material in significant community languages.

In the coming year, the challenges must remain to ensure funding for our core staff and functions. As funding from local authorities, who were historically our core funders, decreases we have attempted to diversify our funding sources by marketing our equality and diversity training to the public and private sector.

Despite challenges, the commitment from the board, staff and volunteers remains to ensure that CSREC thrives and develops to continue to meet its aims of eliminating discrimination and bringing equality to the people of Forth Valley.

CSREC has worked with a large number of organisations including:-

1. Abused Men in Scotland (AMIS)
2. ACE Cornton
3. ACOSVO
4. Action for Children
5. Action in Mind
6. Action on Prejudice
7. Addictions Support & Counselling (ASC)
8. Al Masaar
9. Alzheimer Scotland
10. Amina Muslim Women Resource Centre
11. Anne Frank Trust Scotland
12. Article 12
13. Bairns Community Mobile Creche
14. BEMIS
15. Blether FM

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ACHIEVEMENTS AND PERFORMANCE (continued)

16. Brite Choices
17. British Red Cross
18. British Transport Police
19. Business Gateway – Stirling
20. Central Advocacy Partners
21. Central Mosque Falkirk
22. Central Region Islamic Centre, Stirling
23. Central Scotland African Union (CeSAU)
24. Central Scotland Chinese Association
25. Central Scotland Chinese Elderly Project (CSCEP)
26. Central Scotland Family Mediation
27. Central Scotland Interfaith (CSI)
28. Centre for Racial Equality and Rights (CRER)
29. Changing Faces
30. Child Poverty Action Group
31. Child Support Agency (CSA)
32. Children in Scotland
33. Citizens Advice Bureaux: Central Scotland wide
34. Clackmannanshire and Falkirk Carers Centre
35. Clackmannanshire Council - Various departments
36. Clackmannanshire Third Sector Interface (CTSI)
37. Clackmannanshire Violence against Women Partnership
38. CLAX LGBT (Clacks)
39. Communities Along the Carron Association (CATCA)
40. Community Learning and Development - Falkirk Council
41. Contact the Elderly
42. COSCA (Counselling & Psychotherapy in Scotland)
43. COSLA
44. Council of Ethnic Minority Voluntary Sector Organisations (CEMVO) Scotland
45. Cross Party Group on Racial Equality
46. Crown Office and Procurator Fiscal Service (COPFS)
47. CVS Falkirk
48. Cycling UK – Scotland
49. Cycling Without Age
50. Disability Equality & Access Service - NHS Forth Valley
51. Disability Equality Scotland
52. Edinburgh and Lothians Regional Equality Council (ELREC)
53. Edinburgh Interfaith Association
54. Edinburgh Jewish Congregation

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ACHIEVEMENTS AND PERFORMANCE (continued)

55. Energy Saving Trust Scotland
56. Equality and Human Rights Commission, Scotland
57. Equality Network
58. Faith in Older People
59. Falkirk & District Association for Mental Health (FDAMH)
60. Falkirk Active Travel Hub
61. Falkirk and Clackmannanshire Carers Centre
62. Falkirk Community Trust
63. Falkirk Council: various departments
64. Falkirk Equal People
65. Falkirk Food Bank
66. Falkirk Football Foundation
67. Falkirk Islamic Centre
68. Falkirk Jobcentre
69. Falkirk Malayali Kootayma
70. Falkirk Muslim Community Club 55 & over
71. Falkirk Muslim Forum
72. Falkirk University of the Third Age (U3A)
73. Fallin Community Enterprises (Recycle-a-bike)
74. FDAMH Training Academy
75. Fearless
76. Feniks – Counselling, Personal Development and Support Services
77. Fife Centre for Equalities
78. FK1nclude (Falkirk)
79. Forestry Commission Scotland
80. Forth Environment Link
81. Forth Valley Advocacy
82. Forth Valley Alcohol and Drug Partnership
83. Forth Valley College – Alloa, Falkirk Stirling Campuses
84. Forth Valley Community Support
85. Forth Valley Independent Living Association
86. Forth Valley Indian Association
87. Forth Valley Language Support
88. Forth Valley LGBTI Development Group
89. Forth Valley Migrant Support Network
90. Forth Valley Nepali Association
91. Forth Valley Rape Crisis Centre
92. Forth Valley Sensory Centre
93. Forth Valley Students Association

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ACHIEVEMENTS AND PERFORMANCE (continued)

94. Forth Valley University of the Third Age (U3A)
95. Forth Valley Welcome
96. Gangmasters and Labour Abuse Authority (GLAA)
97. GCVS
98. Girls Rock
99. Glasgow Council for the Voluntary Sector (GCVS)
100. Grampian Regional Equality Council (GREC)
101. Grangemouth over 50's Ladies Group
102. HeBees Community Beekeepers
103. Home Energy Scotland (National and Strathclyde and Central)
104. Home Start – Stirling
105. I Am Me
106. Ideas for Ears
107. Impact Funding Partners
108. Ineos
109. Interfaith Scotland
110. Inverclyde Community Development Trust
111. Keep Scotland Beautiful
112. LEAP Sports
113. LGBT Centre for Health and Wellbeing
114. LGBT Youth Scotland
115. Life Changes Trust
116. Lions Club
117. Local Minority Ethnic Community Groups and individuals
118. Make it Happen
119. MECOPP
120. Mental Health Foundation
121. Multi-Agency Hate Response Strategy (MAHRS)
122. Music and Arts for Peace Scotland (MAPS)
123. Network Rail
124. NHS Forth Valley: various departments
125. NHS24
126. Our Children in Scotland
127. Pakistani Welfare Association Stirling
128. PATH Scotland
129. Patient Advice and Support Service (PASS)
130. Peace & Unity Scotland
131. PEN Group

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ACHIEVEMENTS AND PERFORMANCE (continued)

132. People First Scotland
133. Perth and Kinross Voluntary Action Service
134. Pink Saltire
135. Play Alloa
136. Plus Forth Valley
137. Police Scotland: Forth Valley, National & Positive Action in Recruitment
138. Polish Catholic Association
139. Positive Action in Housing
140. Probus Denny
141. Prudential plc
142. Quality Scotland
143. Quarriers
144. Quiet Waters
145. Rainbow Muslim Women's Group
146. Rape Crisis Scotland
147. Raploch Corner
148. Reachout With Arts In Mind
149. Relationship Scotland
150. Resource Efficient Scotland
151. Reunion Canal Boats
152. Revive Falkirk
153. Royal National Institute of Blind People (RNIB)
154. SACRO
155. Sahelis
156. Samaritans of Falkirk and Central Scotland
157. SCOREScotland
158. Scotrail
159. Scottish Ahlul Bayt Society (SABS)
160. Scottish Alliance Against Prejudice and Hate Crime (SAAPaHC)
161. Scottish Alliance of Regional Equality Councils (SAREC)
162. Scottish Ambulance Service (SAS)
163. Scottish Communities Climate Action Network (SCCAN)
164. Scottish Community Development Centre (SCDC)
165. Scottish Council for Voluntary Organisations (SCVO)
166. Scottish Council of Jewish Communities – community organisation
167. Scottish Council of Jewish Communities (SCOJEC)
168. Scottish Families Affected by Drugs (SFAD)
169. Scottish Fire and Rescue Service: Regional and National

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ACHIEVEMENTS AND PERFORMANCE (continued)

170. Scottish Football Association (SFA)
171. Scottish Government - Various departments
172. Scottish Health Council
173. Scottish Human Rights Commission
174. Scottish Mediation
175. Scottish Older People's Assembly (SOPA)
176. Scottish Parliament
177. Scottish Prison Service (SPS)
178. Scottish Qualifications Authority (SQA)
179. Scottish Refugee Council (SRC)
180. Scottish Transgender Alliance (STA)
181. Scottish Water
182. Secretariat / Independent Review of Hate Crime Legislation
183. Shakti Women's Aid
184. Shelter Scotland
185. Show Racism the Red Card Scotland
186. Skills Development Scotland (SDS)
187. Smart Denny
188. St. Margaret's Primary School, Cowie
189. St. Mungo's High School - Falkirk
190. STEP Stirling
191. Stewart Road Residents Association
192. Stirling Active Travel Hub
193. Stirling Carers Centre
194. Stirling Community Enterprise
195. Stirling Council: various departments
196. Stirling District Women's Aid
197. Stirling Interfaith Community Justice Group (SICJG)
198. Stirling Multi-Cultural Partnership (SMCP)
199. Stirling Pakistani Women's Association
200. Stirling Polish Association
201. Stirling School of English
202. Stirling University Students' Union
203. Stirling Voluntary Enterprise (SVE)
204. Stonewall Scotland
205. Sustrans
206. S-X
207. Terrence Higgins Trust Scotland

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For the year ended 31 March 2019

ACHIEVEMENTS AND PERFORMANCE (continued)

- 208. The Action Group
- 209. The Alliance
- 210. The Carbon Literacy Project
- 211. The Conservation Volunteers (TCV)
- 212. The National Lottery Heritage Fund (Heritage Lottery Fund)
- 213. Tide (Together in Dementia Everyday)
- 214. Time for Inclusive Education (TIE)
- 215. Transition Linlithgow
- 216. Transition Stirling
- 217. Triangle (Stirling)
- 218. Trossachs Search and Rescue Team (Trossachs SAR)
- 219. University of Edinburgh
- 220. University of Stirling
- 221. Victim Support Scotland
- 222. Volunteer Scotland
- 223. Waverley Care
- 224. Wellbeing Scotland
- 225. West of Scotland Regional Equality Council (WSREC)
- 226. Westfield Community Centre, Falkirk
- 227. Youth Link Scotland
- 228. Zero Tolerance Scotland
- 229. Zero Waste Scotland

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ACHIEVEMENTS AND PERFORMANCE (continued)

Appendix B

CSREC participates in the following forums and partnerships

- Carers Forum
- Clackmannanshire Third Sector Forum
- Clacks Violence Against Women (VAW) Partnership
- Community Care and Health Forum
- Ethnic Minority Environment Network
- Fair For All
- Falkirk Community Health Partnership (CHP) - Public Partnership Forum
- Falkirk Forums
- First Minister's Advisory Council on Women and Girls – Circle
- Forth Valley LGBTI Development Group
- Fuel Poverty Forum
- Our Connected Communities
- Scottish Alliance Against Prejudice and Hate Crime (SAAPaHC)
- Scottish Government's Equality Roundtable
- Scottish Parliament's Cross Party Group for Racial Equality in Scotland
- Scottish Parliament's Cross Party Group on Islamophobia
- Short Life Working Group on Third Party Reporting formed by Police Scotland
- Stirling Community Health Partnership (CHP) - Public Partnership Forum
- Stirling Gender Based Violence Partnership
- Stirlingshire Third Sector Leaders Forum

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ACHIEVEMENTS AND PERFORMANCE (continued)

Appendix C

Working with many partners CSREC delivered 67 equality, diversity, inclusion, intersectionality and hate crime awareness events across Forth Valley.

- Forth Valley Black History Month event in October 2018
- Forth Valley Communities for Conservation held a climate themed event in March 2019
- The popular Intersectionality for LGBTI Service Providers event on 30 August 2018 in Stirling
- A national event, 'Bitastic! 2018' in Stirling on 22nd September 2018 in partnership with Equality Network, Stonewall Scotland, Scottish Trans Alliance and Forth Valley College
- A Celebration of 100 Years of Suffrage in Stirling on 1 May 2018 in partnership with Stirling Women's Aid, Rape Crisis Scotland, Forth Valley Rape Crisis, Equality and Human Rights Commission, Shakti Women's Aid and the Stirling Gender Based Violence Partnership
- A consultation with Forth Valley based equality organisations with Equality and Human Rights Commission Scotland on 9 May 2018 in Falkirk.
- A workshop on social enterprise in Partnership with CEMVO and Just Enterprise on 10 May 2018
- A consultation on hate crime legislation in Scotland with the Scottish Government on 12 February 2019 opened by the Cabinet Secretary for Justice
- A consultation event on Bullying and Hate Crime with school pupils in Grangemouth on 28 April 2018 in partnership with Forth Valley Migrant Support and Police Scotland
- The Forth Valley Ethnic and Religious Minorities Empowerment event with a series of workshops in partnership with Amina Muslim Women's Resource Centre, Rainbow Muslim Women's Group, Falkirk Council CLD, Forth Valley Rape Crisis Centre and Police Scotland on 27 March 2019
- A workshop on hate and bullying in schools at Children in Scotland's annual conference in Edinburgh on 7th November 2018
- Observation of World Aids Day through a community event in Stirling in partnership with Waverley Care and S-X on 1 December 2018
- We observed 16 Days of Action in Forth Valley by having the Violence Unseen exhibition at Stirling Bus Station on 5th and 6th December 2018 in partnership with Zero Tolerance Scotland and Forth Valley Rape Crisis
- Two workshops on modern slavery, trafficking and exploitative employment practices in partnership with Gangmasters and Labour Abuse Authority on 29 August 2018 in Falkirk and 23 October 2018 in Stirling
- We also took part in and supported Eid in the Park, Eid in the Woods, Pakistan Independence Day celebrations, Indian Independence Day Celebrations, International Family Fun Day, Diwali Celebrations, 16 Days of Action events, Trafficking Awareness events etc.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT OF THE DIRECTORS

For the year ended 31 March 2019

FINANCIAL REVIEW

CSREC continued to experience challenges due to limited resources but generated a satisfactory financial outcome for the period 2018 – 2019. The charity generated an overall surplus on funds of £99,937 (2018: £14,727). Unrestricted funds increased from £54,111 to £142,498 and restricted funds from £13,604 to £25,154, giving total funds of £167,652 (2018: £67,715) as at the year end. The results for the year included a £27,594 adjustment related to final settlement of a historic pension liability, as described in note 2. The surplus for the year was therefore increased for this one-off item.

Principal funding sources

The principle funding sources for CSREC are grants from the two Local Authorities of Falkirk and Stirling. Project funding was also received from the Voluntary Action Fund, the Climate Challenge Fund, Life Changes Trust and Skills Development Scotland.

Reserves Policy

The restricted funds received for the year were used for specific purposes laid down by the donor. The capital reserve represents fixed assets purchased using restricted grants. Free reserves, being unrestricted general funds not tied up in fixed assets, amounted to £139,830 at 31 March 2019 (2018: £54,111). As a matter of prudent governance the directors consider that a general fund to cover three months operating and running costs should be maintained, which is approximately £45,000. The directors acknowledge the charity is in excess of this policy but are content with the level of reserves currently held.

Risk Management

The directors continue to assess the major risks to which the company is exposed, in particular those related to the operations and finances of the company, to satisfy themselves that systems are in place to mitigate exposure to the major risks. The directors have examined the major strategic, business and operational risks which might affect the organisation and confirm that systems have been reviewed and the necessary steps taken to lessen these risks.

PLANS FOR THE FUTURE

The main objective of Central Scotland Regional Equality Council is to promote equality, fight against discrimination and hate behaviour; promoting better community cohesion and building and facilitating partnerships by delivering a wide range of services including raising awareness about hate behaviour, reporting hate crime, support and information provision, projects that remove inequalities, reducing social isolation, promoting inclusion, public education, greater participation of those with protected characteristics in civic life, social policy influence, training and signposting.

CSREC will continue to promote the unique value of its service to government, local authorities as well as voluntary agencies, emphasising in particular, its independent, generalist signposting and policy work and demonstrating the outcomes for individuals and communities.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT OF THE DIRECTORS

For the year ended 31 March 2019

PLANS FOR THE FUTURE (continued)

We aim to continue with our role of bringing policy makers and service providers together with individuals and communities in a way that allows them to communicate effectively and understand the needs of the communities we serve. We will do this by:

- Robustly challenging all forms of hate behaviour and discrimination and continuously working with partners to improve confidence in reporting hate behaviour; improve reporting mechanisms and also the support that is available to those who face discrimination and hate behaviour.
- Taking steps to improve community cohesion, foster good relations and reduce social isolation and loneliness.
- Supporting diverse individuals and community groups, public sector agencies, the voluntary sector and private sector to make sure they understand their rights and responsibilities under the 2010 Equality Act.
- Working with our partners to make sure our communities have a voice in the important decisions that are shaping the way our services will be provided in coming years and continuing to support those members of our communities that are in need of any of our services both as individuals and community.
- CSREC will continue to ensure that we take a proactive approach to respond positively to the changes that affect individuals and communities in relation to equality and rights and we will take an intersectional approach to equality and diversity to fully work with all the protected characteristics.

To achieve this:-

- i) We aim to evaluate all our services with a view to improving on service delivery;
- ii) Continue to work more closely with our partners in equality and to build and facilitate further links to complement our services as opposed to replicating services;
- iii) We aim to become a hub for consultations on equality issues affecting all those individuals with protected characteristics covered under equality legislation to ensure that consultations are meeting the Scottish standards for community engagement. CSREC is being contacted for advice by organisations looking to make their services more accessible to equality groups;
- iv) We aim to involve our members more when making decisions on what new service to introduce and also how to improve on the existing ones;
- v) We aim to have a robust financial plan for the organisation so as to ensure that all our services are well supported even when there are funding cuts or fund discontinuation.
- vi) CSREC will continue to act as the monitoring agency for Multi-Agency Hate Response strategy (MAHRS). We will continue to evaluate this system reporting process to ensure it is fit for purpose and that the information gathered can help in policy formulation. We also aim to give our contribution towards what the group can do to address the problems that face our communities as evidenced in the statistics that we, as the monitoring agency, collect quarterly.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT OF THE DIRECTORS

For the year ended 31 March 2019

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Central Scotland Regional Equality Council (CSREC) is a company limited by guarantee (SC208570) and a registered charity (SC010373) governed by its Memorandum and Articles of Association. CSREC was established in 1984 and the membership is made up of individuals and any corporate or unincorporated association which is interested in furthering its work. It has operated as a company limited by guarantee since 2000.

Organisational Structure

CSREC is currently governed by a Board of Directors of up to twelve members, whom are elected from the membership. The Board appoints from its members a Membership Panel, Finance and General Purposes Subcommittee and Personnel Subcommittee and may appoint other subcommittees, ad hoc working parties or task groups as required.

Consultant advisors, such as representatives from funding bodies, are invited to attend Board meetings, as well as the Company Secretary and Honorary Vice-President.

Recruitment and Appointment of Directors

The membership panel considers applications from organisations and individuals who are committed to the objects of CSREC. Once a member, an individual can then be proposed and elected to serve as a director, subject to ratification at the AGM.

The Board may also co-opt persons with expertise to offer in a particular subject area. Under the Articles, directors are elected to serve a period of three years but are eligible for re-election for a further three years, up to a maximum of nine years continuous service. Following a lapse of three years, a member is eligible again for election.

Director Induction and Training

New Board members are offered an induction pack and training to cover the following:

- - Obligations of the directors
- Recruitment and interviews
- Equality Act 2010 legislation
- Good governance and core standards

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT OF THE DIRECTORS

For the year ended 31 March 2019

REFERENCE AND ADMINISTRATIVE INFORMATION

Company Registration Number

SC208570

Charity Number

SC010373

Registered Office and Operation Address

Community Education Centre
Park Street
Falkirk, FK1 1RE

Manager

Arun Gopinath

Directors/Management Board

Michael Giannandrea (Chairperson)

(died 30 March 2019)

Sikander Malik (Vice-Chairperson/
Acting-Chairperson)

(from 30 March 2019)

Pat Reid (Financial Director)

Azmat Syed

Claire Fotheringham

Jane Berry

(resigned 2 February 2019)

Syed Irfan Zaidi

Shubhanna Hussian – Ahmed

(resigned 9 January 2019)

Laura Mallis

(resigned 26 July 2018)

Kelly Marriot

Dr Usman Javed

(appointed 10 October 2018
resigned 14 August 2019)

Dr Jessica Lindohf

(appointed 10 October 2018)

William McChord

(appointed 8 May 2019)

Sarah Saddiq

(appointed 13 March 2019)

Maria Throp

(appointed 13 March 2019)

Independent Examiner

Kevin Cattnach CA

Whitelaw Wells

Chartered Accountants and Registered Auditors

9 Ainslie Place

Edinburgh, EH3 6AT

Bankers

Unity Trust Bank

Nine Brindleyplace

Birmingham, B1 2HB

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT OF THE DIRECTORS

For the year ended 31 March 2019

STATEMENT OF DIRECTORS' RESPONSIBILITIES

The directors are responsible for preparing the Report of the Directors and the financial statements in accordance with the applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the directors 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 income and expenditure, for the financial year.

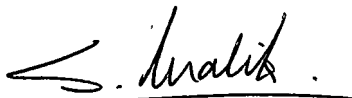
In preparing those financial statements, the directors are required to:

- 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The directors are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities & Trustees Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). The directors 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.

This report has been prepared in accordance with the 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 2015) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

Approved by the board of directors on 10 December 2019 and signed on its behalf by:



**Sikander Malik (Acting-Chair)
Director**

**INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF
CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED**

for the year ended 31 March 2019

I report on the accounts for the year ended 31 March 2019 as set out on pages 24 to 36.

Respective responsibilities of the Trustees and the Independent Examiner

The charity's Trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). The charity's Trustees consider that the audit requirement of Regulation 10(1) (a) to (c) of the Charities Accounts (Scotland) Regulations 2006 (as amended) does not apply. It is my responsibility to examine the accounts as required under section 44(1) (c) of the Act and to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination is carried out in accordance with Regulation 11 of the Charities Accounts (Scotland) Regulations 2006 (as amended). 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 the Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion in the view given by the accounts.

Independent examiner's statement

In the course of my examination, no matter has come to my attention:

- 1) which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with Section 44 (1)(a) of the 2005 Act, Regulation 4 of the 2006 Accounts Regulations (as amended) and sections 381, 382, and 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records and comply with Regulation 8 of the 2006 Accounts Regulations (as amended)

have not been met; or

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



Kevin Cattnach CA
Whitelaw Wells
Chartered Accountants
9 Ainslie Place
Edinburgh, EH3 6AT

10 December 2019

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

**STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating the Income and Expenditure Account)**

for the year ended 31 March 2019

	Notes	Unrestricted Funds £	Restricted Funds £	2019 Total £	2018 Total £
Income and endowments from:					
<i>Donations</i>		37,525	-	37,525	16,325
<i>Charitable activities:</i>					
Grants and contracts for services	4	12,500	191,435	203,935	165,915
Fees for services		20,386	-	20,386	8,825
<i>Investments</i>		202	-	202	68
<i>Other income</i>		155	-	155	-
		<hr/>	<hr/>	<hr/>	<hr/>
Total Income		70,768	191,435	262,203	191,133
		<hr/>	<hr/>	<hr/>	<hr/>
Expenditure on:					
Charitable activities	5	13,402	176,458	189,860	176,406
Exceptional item - pension	2	(27,594)	-	(27,594)	-
		<hr/>	<hr/>	<hr/>	<hr/>
Total Expenditure		(14,192)	176,458	162,266	176,406
		<hr/>	<hr/>	<hr/>	<hr/>
Net income	3	84,960	14,977	99,937	14,727
Transfers between funds	13	3,427	(3,427)	-	-
		<hr/>	<hr/>	<hr/>	<hr/>
Net movement in funds		88,387	11,550	99,937	14,727
Total funds brought forward		54,111	13,604	67,715	52,988
		<hr/>	<hr/>	<hr/>	<hr/>
Total funds carried forward		142,498	25,154	167,652	67,715
		<hr/>	<hr/>	<hr/>	<hr/>

The charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 27 to 36 form part of these financial statements.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

BALANCE SHEET

As at 31 March 2019

	Notes	2019 £	2019 £	2018 £
Fixed assets				
Tangible assets	7		2,668	2,533
Current assets				
Debtors	8	51,008		22,727
Cash at bank and in hand		117,700		81,385
		168,708		104,112
Current liabilities				
Creditors: Amounts falling due within one year	9	(3,724)		(10,394)
Net current assets			164,984	93,718
Total assets less current assets			167,652	96,251
Creditors: Amounts falling due in more than one year	10		-	(28,536)
Net assets	14		167,652	67,715
Funds				
Restricted funds			25,154	13,604
Unrestricted funds			142,498	54,111
Total funds	13		167,652	67,715

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for year to 31 March 2019. The members have not required the company to obtain an audit of financial statements for the year to 31 March 2019 in accordance with Section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for:

- (a) ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006.
- (b) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit or loss for each financial year in accordance with the requirement 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 company.

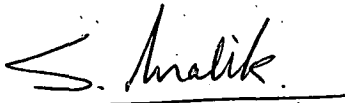
CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

BALANCE SHEET

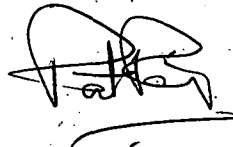
As at 31 March 2019

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies

The accounts were approved by the Board of Directors on 10 December 2019 and signed on their behalf by:



**Sikander Malik (Acting-Chair)
Director**



Pat Reid (Financial Director)

The notes on pages 27 to 36 form part of these financial statements.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2019

1. Accounting Policies

a) Basis of Accounting

The financial statements have been 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 (FRS102) (effective 1 January 2015) - (Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. Assets and liabilities are initially recorded at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Central Scotland Regional Equality Council Limited meets the definition of a public benefit entity under FRS102.

The charity has taken advantage of the exemption from the requirement to prepare a Statement of Cash Flows as permitted under FRS 102 and the Charities FRS 102 SORP.

The charity has in place funding until 31 March 2021, beyond which it is reliant on the funders renewing their support. The charity maintains regular contact with the funders, reporting on progress and discussion plans for the future, and has received an indicative offer of funding for the two years ended 31 March 2021. In expectation of ongoing support, the Directors have continued to adopt the going concern basis of accounting.

b) Income

Income is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

- Where entitlement is not conditional on the delivery of a specific performance by the charity, income from grants and donations are recognised when the charity becomes unconditionally entitled.
- Where related to performance and specific deliverables, income is accounted for as the charity earns the right to consideration by its performance.
- Income is only deferred when the donor specifies that the donation must only be used in future accounting periods or has imposed conditions that must be met before the charity has unconditional entitlement, and these conditions have not yet been met.
- Investment income and fees for services is recognised when receivable and when the service is provided, respectively.

c) Expenditure

All expenditure is accounted for on an accruals basis and is recognised in the period in which it is incurred. All costs have been directly attributed to one functional category of resources of expenditure in the SOFA. The charity is not registered for VAT and, accordingly, expenditure is shown gross of irrecoverable VAT.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2019

1. Accounting Policies (continued)

- Charitable activities expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries, including governance costs.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examination fees and costs linked to the strategic management of the charity.

d) Tangible Fixed Assets and Depreciation

Assets are initially included at cost. The charity has the policy not to capitalise items under £250. Tangible fixed assets are depreciated on a straight-line basis over their estimated useful lives at the following rates:

- Office furniture and equipment: 33%
- Computer equipment: 33%

e) Fund Accounting

Funds held by the charity are either in an unrestricted general fund, which can be used in accordance with the charitable objectives, or in restricted funds. Restricted funds can only be used for particular purposes as specified by the donor.

f) Financial instruments

Financial instruments comprise financial assets and financial liabilities which are recognised when the charity becomes a party to the contractual provisions of the instrument. They are classified as "basic" in accordance with FRS102 and are accounted for at the settlement amount due which equates to the cost. Financial assets comprise cash, grants receivable and other debtors, and financial liabilities comprise the pension scheme creditor, accruals and other creditors.

2. Exceptional items

Prior to 31 March 2015 the charity participated in the defined benefit Local Government Pension Scheme. In recent years the scheme has been underfunded and each employer has been required to pay annual contributions set at a level designed to pay up the deficit over a number of years. However, the charity withdrew from the scheme on 31 March 2015, thereby crystallising its share of the deficit. The liability was initially valued at £117,000 by an independent actuary and had been recognised in full in the 2015 financial statements, resulting in a net deficit on funds. No payment plan had been agreed, so the liability was recognised as fully payable within one year.

During 2016 the directors entered into negotiations with the pension scheme trustees regarding the size of the liability and the payment terms. The result was that the liability was agreed at £47,000, payable over seven years. A £70,000 adjustment was therefore made in the 2016 financial statements, bringing net funds and net current assets back to surplus.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2019

2. Exceptional items (continued)

During the current year the pension scheme trustees offered a proposal to the directors to exit the scheme completely and dispense with the need for any further payments which the directors accepted. A £27,594 adjustment was therefore made in these financial statements, bringing the closing pension liability to £nil.

3. Net income for the year

	2019	2018
	£	£
<u>This is stated after charging:</u>		
Depreciation	1,082	612
Independent Examiner's remuneration – examination fee	1,440	1,200
Independent Examiner's remuneration – other services	1,004	390
	<u> </u>	<u> </u>

4. Grants receivable and contracts for services

	Unrestricted	Restricted	2019	2018
	Funds	funds	Total	Total
	£	£	£	£
Scottish Government				
Voluntary Action Fund	-	35,000	35,000	35,000
Voluntary Action Fund Support Fund	-	7,424	7,424	9,974
Falkirk Council	6,500	-	6,500	15,999
Life Changes Trust	-	24,921	24,921	-
Stirling Council	6,000	-	6,000	6,000
Big Lottery Fund	-	-	-	11,612
Climate Challenge Fund	-	109,105	109,105	87,330
Skills Development Scotland	-	14,985	14,985	-
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	12,500	191,435	203,935	165,915
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

Included above are restricted grants amounting to £191,435 (2018: £143,916). All other income was unrestricted in both the current and previous years.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2019

5. Expenditure on charitable activities

	Unrestricted Funds	Restricted Funds	2019	2018
	£	£	£	£
Staff costs (note 6)	7,666	132,454	140,120	135,961
Subscriptions	-	1,125	1,125	471
Staff training and recruitment	106	2,104	2,210	2,731
Training, conferences and public events	90	30,458	30,548	15,011
Rent	700	-	700	8,369
Telephone	70	1,556	1,626	1,472
Printing, post and stationery	795	987	1,782	2,348
Accommodation and travel	85	2,971	3,056	3,547
Interest on pension liability	-	-	-	1,007
Website	268	-	268	231
Insurance	622	290	912	900
Miscellaneous	503	-	503	670
Professional and accountancy fees	358	2,220	2,578	1,430
Entertainment	-	-	-	299
Depreciation	34	1,048	1,082	612
Repairs and renewals	350	-	350	422
Bank charges	102	-	102	72
<u>Governance costs</u>				
Independent Examination fee	1,380	-	1,380	360
Professional fees	104	834	938	390
Board members' expenses	169	411	580	103
	<u>13,402</u>	<u>176,458</u>	<u>189,860</u>	<u>176,406</u>

Included above is restricted expenditure amounting to £176,458 (2018: £147,685). All other expenditure was unrestricted in both the current and previous years.

6. Staff costs

	2019	2018
	£	£
Salaries and wages	131,470	127,198
Social security costs	5,234	5,531
Pension costs	3,416	3,232
	<u>140,120</u>	<u>135,961</u>

No employee received emoluments of £60,000 or more in the year.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2019

6. Staff costs (continued)

The average number of employees during the period, calculated on a head count basis, was as follows:

	2019 No.	2018 No.
Senior management and administrative staff	2	2
Project officers	8	7
	<hr/>	<hr/>
	10	9
	<hr/>	<hr/>

Three directors were reimbursed a total of £580 (2018: Two directors, £103) for travel and other expenses in the year.

7. Tangible Fixed Assets

	Computer Equipment £	Office Furniture & Equipment £	Total £
Cost			
At 1 April 2018	4,520	2,630	7,150
Additions	1,217	-	1,217
	<hr/>	<hr/>	<hr/>
At 31 March 2019	5,737	2,630	8,367
	<hr/>	<hr/>	<hr/>
Depreciation			
At 1 April 2018	1,987	2,630	4,617
Charge for year	1,082	-	1,082
	<hr/>	<hr/>	<hr/>
At 31 March 2019	3,069	2,630	5,699
	<hr/>	<hr/>	<hr/>
Net Book Value			
At 31 March 2019	2,668	-	2,668
	<hr/>	<hr/>	<hr/>
At 31 March 2018	2,533	-	2,533
	<hr/>	<hr/>	<hr/>

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2019

8. Debtors

	2019	2018
	£	£
Grants receivable	33,961	16,446
Trade debtors	11,305	532
Other debtors and prepayments	5,742	5,749
	<hr/>	<hr/>
	51,008	22,727
	<hr/>	<hr/>

9. Creditors: Amount falling due within one year

	2019	2018
	£	£
Other creditors and accruals	3,724	4,519
Pension creditor	-	5,875
	<hr/>	<hr/>
	3,724	10,394
	<hr/>	<hr/>

10. Creditors: Amount falling due in more than one year

	2019	2018
	£	£
Pension creditor	-	28,563
	<hr/>	<hr/>

11. Operating lease commitments

At 31 March 2019 the charity had total commitments under non-cancellable operating leases as set out below:-

	2019	2018
	£	£
Within one year	722	1,368
Within two to five years	274	-
	<hr/>	<hr/>

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2019

12. Taxation

As the charitable company is exempt under the terms of Section 505 of the Income and Corporation Taxes Act 1988, there is no corporation tax charge.

13. Funds Movement

	Balance at 1 April 2018 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2019 £
Restricted Funds					
Scottish Government					
Equality Funding	404	35,000	(35,000)	-	404
Keep Scotland Beautiful	3,820	-	-	-	3,820
Voluntary Action Fund	1,479	-	-	-	1,479
Voluntary Action Fund – Support Fund	-	7,424	(7,424)	-	-
Voluntary Action Fund Small Grant	1,129	-	-	-	1,129
Life Changes Trust	-	24,921	(19,264)	-	5,657
NHS Community Food & Health	1,221	-	-	-	1,221
National Lottery Awards for All	3,018	-	-	-	3,018
Skills Development Scotland	-	14,985	(4,617)	(3,427)	6,941
Climate Challenge Fund	-	109,105	(109,105)	-	-
Capital Reserve	2,533	-	(1,048)	-	1,485
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total Restricted Funds	13,604	191,435	(176,458)	(3,427)	25,154
General Unrestricted Fund	54,111	70,768	14,192	3,427	142,498
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total Funds	67,715	262,203	(162,266)	-	167,652
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2019

13. Funds Movement (continued)

	Balance at 1 April 2017 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2018 £
Restricted Funds					
Scottish Government					
Equality Funding	404	-	-	-	404
Keep Scotland Beautiful	3,820	-	-	-	3,820
Voluntary Action Fund	1,479	-	-	-	1,479
Voluntary Action Fund – Support Fund	-	9,974	(9,974)	-	-
Voluntary Action Fund – Equality in the Community	1,189	35,000	(38,157)	1,968	-
Voluntary Action Fund Small Grant	1,129	-	-	-	1,129
NHS Community Food & Health	1,221	-	-	-	1,221
National Lottery Awards for All	3,018	-	-	-	3,018
Climate Challenge Fund	-	87,330	(87,330)	-	-
Big Lottery Fund	-	11,612	(11,612)	-	-
Capital Reserve	-	-	(612)	3,145	2,533
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total Restricted Funds	12,260	143,916	(147,685)	5,113	13,604
General Unrestricted Fund	40,728	47,217	(28,721)	(5,113)	54,111
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total Funds	52,988	191,133	(176,406)	-	67,715
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

Scottish Government (Equality Funding): Funding from the Scottish Government to play a role in putting policy makers and service providers together with diverse communities in a way that allows them to communicate effectively. This is done by:-

- Supporting diverse individuals and community groups, public sector agencies and the voluntary sector to make sure they understand their rights and responsibilities under the 2010 Act.
- Working with partners to make sure our communities have a voice in the important decisions that are shaping the way the services will be provided in coming years.

Scottish Government (Keep Scotland Beautiful): Funding from the Scottish Government was received to work within the ethnic communities in improving awareness of the environment, as well as reducing the carbon emissions within the black and ethnic community by between 4-5% in at least 140 households.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2019

13. Funds Movement (continued)

Voluntary Action Fund: Funding from the Scottish Government, managed by Voluntary Action Fund, for a project officer to work with schools in Clackmannanshire, Falkirk and Stirling Council areas to deliver workshops to raise awareness on discrimination, sectarianism and prejudice and to develop a toolkit that could be used in schools and the community to tackle sectarianism.

Voluntary Action Fund Support Fund: Funding to third sector organisations to create new or enhanced volunteering projects, increasing the diversity of volunteers, especially those from disadvantaged groups and improving opportunities, skills and personal development through volunteering.

Voluntary Action Fund Equality in the Community Fund: Funding was received to employ an equality engagement officer.

Voluntary Action Fund Small Grant Programme: Funding from the Scottish Government, managed by Voluntary Action Fund, for a project to raise awareness and understanding of sectarianism, discrimination and hate crime in Central Scotland covering Clackmannanshire, Falkirk and Stirling council areas.

Life Changes Trust: Funding was received to employ a part time Dementia Project Worker who will develop and deliver a support project for people from South Asian, Chinese and East Asian, African and Caribbean, Polish and East European backgrounds, people living with dementia, their carers and members of the community.

NHS Community Food & Health: Funds received for education regarding healthy food and good health within the community.

National Lottery Awards for All: Funding was received to help promote good community relations amongst the young people of Falkirk and Central Scotland.

Skills Development Scotland: Funding was received to deliver workshops in Stirling and Falkirk. The transfer represents planning and outreach and management and admin costs from unrestricted funds.

Climate Challenge Fund: Funding was received to support the reduction in CO2 levels.

Big Lottery Fund: Funding was granted in support of the salaries of caseworkers.

Capital Reserve: Representing the net book value of fixed assets purchased with restricted grants.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2019

14. Analysis of net assets between funds

	Unrestricted	Restricted	Total
	£	£	£
As at 31 March 2019:-			
Tangible fixed assets	1,183	1,485	2,668
Net current assets	141,315	23,669	164,984
	<hr/>	<hr/>	<hr/>
	142,498	25,154	167,652
	<hr/>	<hr/>	<hr/>
 As at 31 March 2018:-			
	£	£	£
Tangible fixed assets	-	2,533	2,533
Net current assets	82,647	11,071	93,218
Liabilities due in more than one year	(28,536)	-	(28,536)
	<hr/>	<hr/>	<hr/>
	54,111	13,604	67,715
	<hr/>	<hr/>	<hr/>

15. Company limited by guarantee

The members have indicated that they will contribute £1 each in the event of the winding up of the company.