

**COMPANIES HOUSE
EDINBURGH**

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FRONT DESK

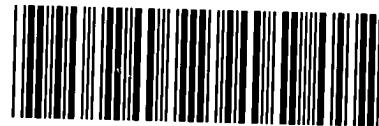
**CENTRAL SCOTLAND REGIONAL
EQUALITY COUNCIL LIMITED**

**REPORT OF THE DIRECTORS
AND FINANCIAL STATEMENTS**

For the year ended 31 March 2018

**Company number SC208570
Charity number SC010373**

WEDNESDAY



SCT ***S7J716ZD*** **#36**
21/11/2018
COMPANIES HOUSE

WHITELAW WELLS

**Chartered Accountants & Statutory Auditors
9 Ainslie Place
Edinburgh
EH3 6AT**

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT AND FINANCIAL STATEMENTS

For the year ended 31 March 2018

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CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT OF THE DIRECTORS

For the year ended 31 March 2018

The directors present their report and financial statements for the year ended 31 March 2018.

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 2017-18, CSREC's directors, staff and volunteers worked together to develop, expand, publicise and deliver on the role of the charity that tackles inequalities and discrimination experienced by those living, working, studying in Central Scotland.

CSREC revitalised its Support, Information and Advice Service provision to assist those who experience inequalities and discrimination. CSREC held a large number of community engagement events and also had information stalls and awareness raising sessions on equality, diversity, hate crime reporting, climate change and other arising community issues such as the impact of BREXIT. Community engagement events were also held to improve community cohesion and fostering good relations. CSREC continued to operate 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.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

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For the year ended 31 March 2018

ACHIEVEMENTS AND PERFORMANCE (continued)

In 2017-2018 CSREC has had direct contact with almost 13,000 persons through workshops, training sessions, information stalls, events, contact sessions, community meetings. The indirect impact is much wider. In addition to this, CSREC also regularly sends emails to its database of over 1400 email addresses that are often cascaded on by other organisations. CSREC also has about 900 contacts through its social media channels (Facebook, Twitter, Instagram, Google+ and LinkedIn). Posts by CSREC are shared, liked and retweeted. During 2018 CSREC's website had engagement with 3,416 unique users and has had 12,045 page views through 5,073 sessions (Source: Google Analytics). CSREC's quarterly newsletter continues to be popular and has been reported by many partners to be a useful resource to network and make connections with organisations listed.

Over the year CSREC has worked closely and built partnerships with a wide range of organisations and community groups totalling almost 200 organisations and community groups which reflects our role as a pan-equalities organisation. CSREC also fed back to public bodies the findings from its consultations in the community including a very detailed response to Lord Bracadale on his consultation on the Independent Review of Hate Crime Legislation in Scotland.

This year saw the continuation of the successful Scottish Government funded Equality in the Community project through the Promoting Equality and Cohesion Fund 2017-2020, that is managed by Voluntary Action Fund. The funding allowed us to continue to employ an Equality Engagement Officer. This project works to reduce the negative effects of inequality, hate and marginalisation experienced by persons from ethnic minority communities, LGBTI persons and disabled persons living and working in the areas of Falkirk, Stirling and Clackmannanshire. The project takes an intersectional approach and addresses 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 facilitates contact between them and partner public and third sector agencies to ensure that practical solutions to these concerns are developed and delivered.

The outcomes that the project continues to work towards are:

- 1.** Discrimination against people who share protected characteristics is reduced, and 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 and engage with services and civic society; their contribution is recognised and community cohesion is increased.

The Support and Advice Service which is delivered through the Equality Engagement Officer was revitalised in this year and saw an increase in the uptake of the service by a further 54% over the previous year at 238 cases. The support and advice service assists those who experience discrimination of any kind, but especially those who fall within the nine protected characteristics covered by the Equality Act 2010. CSREC's partnership agreement with the Ethnic Minorities Law Centre we are able to continue refer our service users to provide legal and immigration advice to CSREC's service users.

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REPORT OF THE DIRECTORS

For the year ended 31 March 2018

ACHIEVEMENTS AND PERFORMANCE (continued)

2017-2018 also saw the commencement of our Scottish Government funded project Forth Valley Communities for Conservation (FVC4C) project through the Climate Challenge Fund that is managed by Keep Scotland Beautiful. The project added 5 new staff members to our team including a Project Coordinator and 4 Community Link Officers to increase our outreach capacity with the African and Caribbean communities; Chinese and East Asian communities; Polish and Eastern European Communities; and South Asian communities. In addition to this we were also able to develop a dedicated group of volunteers to action as champions for the environment and create awareness about climate change amongst ethnic minority communities in Forth Valley.

The aim of our Forth Valley Communities for Conservation project was to bring together 120 households from diverse minority ethnic communities living in Scotland to reduce carbon emission in households and empower members of the community to work together to change their behaviour to positively tackle climate change. Additionally, we aimed to encourage 40 members of minority ethnic communities to become confident enough to use low and zero carbon transport and understand better how to reduce CO₂e emissions when driving. The project also set out to encourage 60 members of minority ethnic communities to become more aware of the economic and social benefits of being active in positively responding to the challenges of climate change.

Prior to the application for CCF funding, CSREC had been aware of issues relating to fuel poverty and the willingness of ethnic minority 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.

For example, in February 2016, we conducted an anonymous online survey to which there were 47 respondents. The survey showed us that just over 50% of respondents paid over £60 a month in energy costs with 74% respondents feeling that their home could be more energy efficient. Additionally, 61% of respondents used a car, while only 35% used walking, cycling and buses as a mode of transport. We compared these with the findings at a Shifting Normal consultation in November 2016 and found similar indications - that there was an undoubted desire for members of minority ethnic communities, in the Forth Valley area, to be more energy efficient in the household and learn more about alternative transport methods and the benefits of using cars efficiently. Both of the aforementioned issues became key outcomes of this project.

The outcomes agreed for the project were:

1. Reduction in CO₂e by 9% which will result in 50.5 tonnes of CO₂e in one year and 252.5 T CO₂e tonnes over a 5 year lifetime through positive energy efficiency measures in 120 minority ethnic households in the Central Scotland area over life time.
2. 40 members of the minority ethnic community will be confident enough to use low and zero carbon transport and reduce their CO₂e emissions by 15% resulting in 5.41 tonnes during the project and a 3 year lifetime reduction of by 16.24 T CO₂e.
3. 60 members of minority ethnic community are more aware of the economic and social benefits of being active in positively responding to the challenges of climate change.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT OF THE DIRECTORS

For the year ended 31 March 2018

ACHIEVEMENTS AND PERFORMANCE (continued)

During 2017-18, as part of our community engagement work, we held a large number of community engagement events and also had information stalls and awareness raising sessions on equality, diversity, hate crime and sectarianism. We delivered 52 equality, diversity and hate crime awareness workshops across Central Scotland. We also jointly delivered with a range of partners the Forth Valley Black History Month event in October 2017. We also had the project launch of the Forth Valley Communities for Conservation in May 2017 and another event in March 2018, the Intersectionality for LGBTI service providers event on 31 August 2017, where Lord Bracadale also launched his consultation, we also took part in and supported Eid in the Park, Eid in the Woods, Pakistan Independence Day celebrations, Diwali Celebrations, 16 Days of Action events, Trafficking Awareness events etc.

CSREC operates one of the most active Third Party Reporting Centres in Scotland and has been supporting complainants through the Police Scotland online reporting system. CSREC has also worked with Police Scotland to revive existing 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/Organisations in Central Scotland. 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. We did extensive engagement with communities and stakeholders in relation to hate crime and provided a detailed response to Lord Bracadale which can be found here:

https://consult.gov.scot/hate-crime/independent-review-of-hate-crimelegislation/consultation/view_respondent?show_all_questions=0&sort=submitted&order=ascending&q_text=CSREC&uuld=804487533

During this period, CSREC also received funding from Scottish Alliance of Regional Equality Councils (SAREC) which received funding for People's Lottery of the Big Lottery. The Project allowed CSREC to provide support to victims of hate crime through their journey after they reported hate crime.

In addition to Falkirk People's Rights and Equality Group (FPREG) which was set up in 2016 we established the Stirling People's Rights and Equality Group (SPREG) and Clackmannanshire People's Rights and Equality Group (CPREG) which met several times each during the year and held events and consultations during the course of the year. These included cross-party equality hustings for ahead of the Council elections in May 2017 and also UK Parliamentary General Elections in June 2017. We were able to use a variety of formats and widened the reach of these events by livecasting the meetings.

Other key consultation event was the Shifting Normal consultation in August 2017 facilitated by Council of Ethnic Minority Voluntary Sector Organisations (CEMVO) Scotland with members of the minority ethnic community on reducing carbon footprint. The consultation formed the basis of an application to the Climate Challenge Fund 2018-2020.

Our quarterly equality newsletter has proved to be popular with an increase in article contributions and readership. We have used digital technology to ensure CSREC's services are accessible and publicised effectively through social media channels.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT OF THE DIRECTORS

For the year ended 31 March 2018

ACHIEVEMENTS AND PERFORMANCE (continued)

In addition to the work above, 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
- Race Equality Framework for Scotland Action Forum
- Scottish Alliance Against Prejudice and Hate Crime (SAAPaHC)
- Scottish Government's Equality Roundtable
- Scottish Government's short term working group on diversity in the teaching profession
- 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

All of the work done above could only be made possible with the joint contributions of the board of directors, staff and volunteers at CSREC. This year we had an increase in staff with the employment the project delivery team for Forth Valley Communities for Conservation and also the Volunteering for All projects. We also increased the volunteer intake this year with volunteers contributing in a host of ways in delivering events, community engagement, fundraising, media and communications support with surveys and administration. We achieved *Get into Investing in Volunteers* accreditation with Volunteer Scotland. CSREC also hosted students on placement from Forth Valley College, Stirling University and a school in Falkirk.

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 2017-18, we were successful in raising funds through the following grants:-

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ACHIEVEMENTS AND PERFORMANCE (continued)

- Scottish Government's Promoting Equality and Cohesion Fund, 2017-2020
- Climate Challenge Fund Development Grant, 2017-2018
- Greener Scotland's Climate Challenge Fund, 2018-2020
- The People's Project, 2017-18
- Volunteer Support Fund, 2017-2018
- Life Changes Trust – 2018-2020
- Falkirk Council
- Stirling Council

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 remain to ensure funding for our core staff. As funding from local authorities who have historically been our core funders dwindles or remains static. We have diversified our funding sources by marketing our equality and diversity training to the public and private sector. We have received positive responses to our training services and provided repeat training to SQA and SDS. 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 in partnership with a large number of organisations which includes:-

1. ACE Cornton
2. ACOSVO
3. Action in Mind
4. Action on Prejudice
5. Addictions Support & Counselling (ASC)
6. Al-Masaar
7. Alzheimer Scotland
8. Amina Muslim Women Resource Centre
9. Article 12
10. Bairns Community Mobile Creche
11. BEMIS
12. Blether FM
13. Brite Choices
14. British Red Cross
15. British Transport Police
16. Business Gateway
17. Canine Partners

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For the year ended 31 March 2018

ACHIEVEMENTS AND PERFORMANCE (continued)

18. Central Advocacy Partners
19. Central Mosque Falkirk
20. Central Region Islamic Centre, Stirling
21. Central Scotland African Union (CeSAU)
22. Central Scotland Chinese Association
23. Central Scotland Chinese Elderly Project (CSCEP)
24. Central Scotland Interfaith
25. Centre for Racial Equality and Rights (CRER)
26. Child Poverty Action Group
27. Child Support Agency (CSA)
28. Citizens Advice Bureaux: Central Scotland wide
29. Clackmannanshire and Falkirk Carers Centre
30. Clackmannanshire Council - Various departments
31. Clackmannanshire Third Sector Interface (CTSI)
32. Clackmannanshire Violence against Women Partnership
33. CLAX LGBT (Clacks)
34. Communities Along the Carron Association (CATCA)
35. Community Learning and Development - Falkirk Council
36. COSCA (Counselling & Psychotherapy in Scotland)
37. COSLA
38. Council of Ethnic Minority Voluntary Sector Organisations (CEMVO) Scotland
39. Crown Office and Procurator Fiscal Service (COPFS)
40. CVS Falkirk
41. Cycling UK – Scotland
42. Cycling Without Age
43. Disability Equality & Access Service - NHS Forth Valley
44. Disability Equality Scotland
45. Edinburgh and Lothians Regional Equality Council (ELREC)
46. Edinburgh Interfaith Association
47. Edinburgh Jewish Congregation
48. Energy Saving Trust
49. Equality and Human Rights Commission, Scotland
50. Equality Network
51. Falkirk & District Association for Mental Health (FDAMH)
52. Falkirk and Clackmannanshire Carers Centre
53. Falkirk Community Trust
54. Falkirk Council: various departments
55. Falkirk Equal People
56. Falkirk Food Bank

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

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For the year ended 31 March 2018

ACHIEVEMENTS AND PERFORMANCE (continued)

57. Falkirk Football Foundation
58. Falkirk Gender Based Violence Partnership
59. Falkirk Islamic Centre
60. Falkirk Muslim Community Club 55 & over
61. Falkirk Muslim Forum
62. Falkirk University of the Third Age (U3A)
63. Fallin Community Enterprises (Recycle-a-bike)
64. FDAMH Training Academy
65. Fearless
66. Feniks – Counselling, Personal Development and Support Services
67. Fife Centre for Equalities
68. FK1nclude (Falkirk)
69. Forestry Commission Scotland
70. Forth Environment Link
71. Forth Valley Advocacy
72. Forth Valley Alcohol and Drug Partnership
73. Forth Valley College – Alloa, Falkirk Stirling Campuses
74. Forth Valley Indian Association
75. Forth Valley LGBTI Development Group
76. Forth Valley Migrant Support Network
77. Forth Valley Rape Crisis Centre
78. Forth Valley Sensory Centre
79. Forth Valley Students Association
80. Forth Valley University of the Third Age (U3A)
81. Forth Valley Welcome
82. Frae Fife
83. Gangmasters and Labour Abuse Authority
84. Glasgow Council for the Voluntary Sector (GCVS)
85. Grampian Regional Equality Council (GREC)
86. Grangemouth over 50's Ladies Group
87. HeBees Community Beekeepers
88. Heritage Lottery Fund
89. Home Energy Scotland
90. Home Start – Stirling
91. I Am Me
92. Ideas for Ears
93. Interfaith Scotland
94. Inverclyde Community Development Trust
95. Keep Scotland Beautiful

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT OF THE DIRECTORS

For the year ended 31 March 2018

ACHIEVEMENTS AND PERFORMANCE (continued)

- 96. LEAP Sports
- 97. LGBT Centre for Health and Wellbeing
- 98. LGBT Youth Scotland
- 99. Life Changes Trust
- 100. Local Minority Ethnic Community Groups and individuals
- 101. Make it Happen
- 102. Multi-Agency Hate Response Strategy (MAHRS)
- 103. Multi-Agency Hate Response Strategy (MAHRS)
- 104. NHS Forth Valley: various departments
- 105. NHS24
- 106. Operation Play Outdoors
- 107. Our Children in Scotland
- 108. Pakistani Welfare Association Stirling
- 109. PATH Scotland
- 110. PEN Group
- 111. People First Scotland
- 112. Perth and Kinross Voluntary Action Service
- 113. Pink Saltire
- 114. Play Alloa
- 115. Plus Forth Valley
- 116. Police Scotland: Forth Valley, National and Positive Action in Recruitment
- 117. Polish Catholic Association
- 118. Positive Action in Housing
- 119. Quality Scotland
- 120. Quarriers
- 121. Quiet Waters
- 122. Rainbow Muslim Women's Group
- 123. Rape Crisis Scotland
- 124. Raploch Corner
- 125. Reachout With Arts In Mind
- 126. Relationship Scotland
- 127. Resource Efficient Scotland
- 128. Reunion Canal Boats
- 129. Revive Falkirk
- 130. Royal National Institute of Blind People (RNIB)
- 131. SACRO
- 132. Samaritans of Falkirk and Central Scotland
- 133. SCOREScotland

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REPORT OF THE DIRECTORS

For the year ended 31 March 2018

ACHIEVEMENTS AND PERFORMANCE (continued)

134. Scottish Alliance of Regional Equality Councils (SAREC)
135. Scottish Ambulance Service
136. Scottish Community Development Centre (SCDC)
137. Scottish Council for Voluntary Organisations (SCVO)
138. Scottish Council of Jewish Communities – Jewish community organisation
139. Scottish Council of Jewish Communities (SCOJEC)
140. Scottish Fire and Rescue Service: Regional and National
141. Scottish Football Association (SFA)
142. Scottish Government - Various departments
143. Scottish Health Council
144. Scottish Human Rights Commission
145. Scottish Mediation
146. Scottish Older People's Assembly (SOPA)
147. Scottish Parliament - Cross Party Group on Racial Equality
148. Scottish Qualifications Authority (SQA)
149. Scottish Refugee Council (SRC)
150. Scottish Transgender Alliance (STA)
151. Scottish Water
152. Secretariat for Lord Bracadale's Independent Review of Hate Crime Legislation in Scotland
153. Sense Over Sectarianism
154. Shakti Women's Aid
155. Shelter Scotland
156. Show Racism the Red Card Scotland
157. Skills Development Scotland (SDS)
158. St Mungo's High School - Falkirk
159. Stirling Carers Centre
160. Stirling Community Enterprise
161. Stirling Council: various departments
162. Stirling District Women's Aid
163. Stirling Interfaith Community Justice Group (SICJG)
164. Stirling Multi-Cultural Partnership (SMCP)
165. Stirling Polish Association
166. Stirling School of English
167. Stirling University
168. Stirling University Students' Union
169. Stirling Voluntary Enterprise (SVE)
170. Stonewall Scotland

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT OF THE DIRECTORS

For the year ended 31 March 2018

ACHIEVEMENTS AND PERFORMANCE (continued)

- 171. Sustrans
- 172. Terrence Higgins Trust Scotland
- 173. The Action Group
- 174. The Alliance
- 175. Time for Inclusive Education (TIE)
- 176. Triangle (Stirling)
- 177. Trossachs Search and Rescue Team (Trossachs SAR)
- 178. Tullibody Community Garden
- 179. University of Edinburgh
- 180. University of Stirling
- 181. Victim Support Scotland
- 182. Voluntary Action Fund (VAF)
- 183. Volunteer Scotland
- 184. Waverley Care
- 185. Wellbeing Scotland
- 186. West of Scotland Regional Equality Council (WSREC)
- 187. Westfield Community Centre, Falkirk
- 188. Women's Institute Slamannan
- 189. Wren and Greyhound
- 190. Youth Link Scotland
- 191. Zero Waste Scotland

FINANCIAL REVIEW

CSREC continued to experience challenges due to limited resources but generated a satisfactory financial outcome for the period 2017 – 2018. The charity generated an overall surplus on funds of £14,727 (2017: £21,364). Unrestricted funds increased from £40,728 to £54,111 and restricted funds from £12,260 to £13,604, giving total funds of £67,715 (2017: £52,988) as at the year end.

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.

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 £54,614 at 31 March 2018 (2017: £40,728). 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 £40,000.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT OF THE DIRECTORS

For the year ended 31 March 2018

FINANCIAL REVIEW (continued)

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.

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.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT OF THE DIRECTORS

For the year ended 31 March 2018

PLANS FOR THE FUTURE (continued)

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.

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.

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REPORT OF THE DIRECTORS

For the year ended 31 March 2018

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

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

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)
Sikander Malik (Vice-Chairperson)
Pat Reid (Financial Director)
Brian Guthrie (resigned 6th December 2017)

Azmat Syed
Claire Fotheringham

Jane Berry
Syed Irfan Zaidi

Shubhanna Hussian – Ahmed

Laura Mallis

Kelly Marriot

(appointed 6th September 2017)

(appointed 6th September 2017)

(appointed 6th September 2017)

Independent Examiner

Kevin Cattanach CA
Whitelaw Wells
Chartered Accountants and Registered Auditors
9 Ainsie 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 2018

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.

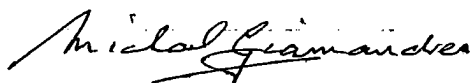
In preparing those financial statements, the directors are required to:

- 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 20 November 2018 and signed on its behalf by:



Michael Giannandrea (Chair)

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

for the year ended 31 March 2018

I report on the accounts for the year ended 31 March 2018 as set out on pages 12 to 23.

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

20 November 2018

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

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

for the year ended 31 March 2018

	Notes	Unrestricted Funds £	Restricted Funds £	2018 Total £	2017 Total £
Income and endowments from:					
<i>Donations</i>		16,325	-	16,325	42,680
<i>Charitable activities:</i>					
Grants and contracts for services	3	21,999	143,916	165,915	51,326
Fees for services		8,825	-	8,825	6,000
<i>Investments</i>		68	-	68	71
Total Income		<u>47,217</u>	<u>143,916</u>	<u>191,133</u>	<u>100,077</u>
Expenditure on:					
Charitable activities	4	<u>28,721</u>	<u>147,685</u>	<u>176,406</u>	<u>78,713</u>
Total Expenditure		<u>28,721</u>	<u>147,685</u>	<u>176,406</u>	<u>78,713</u>
Net income	2	18,496	(3,769)	14,727	21,364
Transfers between funds	13	<u>(5,113)</u>	<u>5,113</u>	<u>-</u>	<u>-</u>
Net movement in funds		13,383	1,344	14,727	21,364
Total funds brought forward		<u>40,728</u>	<u>12,260</u>	<u>52,988</u>	<u>31,624</u>
Total funds carried forward		<u>54,111</u>	<u>13,604</u>	<u>67,715</u>	<u>52,988</u>

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 20 to 29 form part of these financial statements.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

BALANCE SHEET

As at 31 March 2018

	Notes	2018 £	2018 £	2017 £
Fixed assets				
Tangible assets	7		2,533	-
Current assets				
Debtors	8	22,727		6,026
Cash at bank and in hand		81,385		90,366
		104,112		96,392
Current liabilities				
Creditors: Amounts falling due within one year	9	(10,394)		(9,412)
Net current assets			93,718	86,980
Total assets less current assets			96,251	86,980
Creditors: Amounts falling due in more than one year	10		(28,536)	(33,992)
Net assets 14			67,715	52,988
Funds				
Restricted funds			13,604	12,260
Unrestricted funds			54,111	40,728
Total funds	13		67,715	52,988

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for year to 31 March 2018. The members have not required the company to obtain an audit of financial statements for the year to 31 March 2018 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.

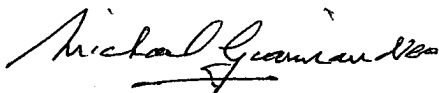
CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

BALANCE SHEET

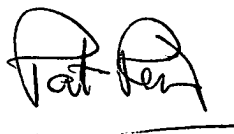
As at 31 March 2018

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 *20* November 2018 and signed on their behalf by:



Michael Giannandrea (Chair)



Pat Reid (Financial Director)

The notes on pages 20 to 29 form part of these financial statements.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2018

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 30 June 2019, 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 30 June 2020. 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, incoming resources from grants and donations are recognised when the charity becomes unconditionally entitled.
- Where related to performance and specific deliverables, incoming resources are 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 2018

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.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2018

2. Net income for the year

	2018	2017
	£	£
<u>This is stated after charging:</u>		
Depreciation	612	490
Independent Examiner's remuneration – examination fee	1,200	2,820
Independent Examiner's remuneration – other services	390	810
	<u> </u>	<u> </u>

3. Grants receivable and contracts for services

	Unrestricted Funds	Restricted funds	2018 Total	2017 Total
	£	£	£	£
Scottish Government				
Keep Scotland Beautiful	-	-	-	754
Voluntary Action Fund	-	35,000	35,000	26,250
Voluntary Action Fund Support Fund	-	9,974	9,974	-
Falkirk Council	15,999	-	15,999	15,999
Awards for All Scotland	-	-	-	2,323
Stirling Council	6,000	-	6,000	6,000
Big Lottery Fund	-	11,612	11,612	-
Climate Challenge Fund	-	87,330	87,330	-
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	21,999	143,916	165,915	51,326
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

Included above are restricted grants amounting to £143,916 (2017: £29,327). 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 2018

4. Expenditure on charitable activities

	Unrestricted Funds	Restricted Funds	2018	2017
	£	£	£	£
Staff costs (note 6)	9,630	126,331	135,961	57,466
Subscriptions	471	-	471	-
Staff training and recruitment	282	2,449	2,731	751
Training, conferences and public events	1,315	13,696	15,011	706
Rent	8,369	-	8,369	7,329
Telephone	1,272	200	1,472	2,245
Printing, post and stationery	1,327	1,021	2,348	1,228
Accommodation and travel	643	2,904	3,547	1,402
Publicity	-	-	-	300
Interest on pension liability	1,007	-	1,007	-
Website	231	-	231	-
Insurance	900	-	900	968
Miscellaneous	670	-	670	148
Professional and accountancy fees	1,030	472	1,502	1,223
Entertainment	299	-	299	-
Depreciation	-	612	612	490
Repairs and renewals	422	-	422	462
<u>Governance costs</u>				
Independent Examination fee	360	-	360	2,820
Professional fees	390	-	390	810
Board members' expenses	103	-	103	365
	<u>28,721</u>	<u>147,685</u>	<u>176,406</u>	<u>78,713</u>

Included above is restricted expenditure amounting to £147,685 (2017: £28,628). All other expenditure was unrestricted in both the current and previous years.

5. Staff costs

	2018	2017
	£	£
Salaries and wages	127,198	54,256
Social security costs	5,531	1,720
Pension costs	3,232	1,490
	<u>135,961</u>	<u>57,466</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 2018

6. Staff costs (continued)

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

	2018	2017
	No.	No.
Senior management and administrative staff	2	2
Project officers	7	1
	<hr/>	<hr/>
	9	3
	<hr/>	<hr/>

Two directors were reimbursed a total of £103 (2017: Two directors, £365) for travel and other expenses in the year.

7. Tangible Fixed Assets

	Computer Equipment £	Office Furniture & Equipment £	Total £
Cost			
At 1 April 2017	1,375	2,630	4,005
Additions	3,145	-	3,145
	<hr/>	<hr/>	<hr/>
At 31 March 2018	4,520	2,630	7,150
	<hr/>	<hr/>	<hr/>
Depreciation			
At 1 April 2017	1,375	2,630	4,005
Charge for year	612	-	612
	<hr/>	<hr/>	<hr/>
At 31 March 2018	1,987	2,630	4,617
	<hr/>	<hr/>	<hr/>
Net Book Value			
At 31 March 2018	2,533	-	2,533
	<hr/>	<hr/>	<hr/>
At 31 March 2017	-	-	-
	<hr/>	<hr/>	<hr/>

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2018

8. Debtors

	2018	2017
	£	£
Grants receivable	16,446	-
Trade debtors	532	-
Other debtors and prepayments	5,749	6,026
	<hr/>	<hr/>
	22,727	6,026
	<hr/>	<hr/>

9. Creditors: Amount falling due within one year

	2018	2017
	£	£
Other creditors and accruals	4,519	3,118
Pension creditor	5,875	6,294
	<hr/>	<hr/>
	10,394	9,412
	<hr/>	<hr/>

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

	2018	2017
	£	£
Pension creditor	28,563	33,992
	<hr/>	<hr/>

11. Operating lease commitments

At 31 March 2018 the charity had total commitments under non-cancellable operating leases as set out below:-

	2018	2017
	£	£
Within one year	1,368	1,368
Within two to five years	-	547
	<hr/>	<hr/>

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2018

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 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/>

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2018

13. Funds Movement (continued)

	Balance at 1 April 2016 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2017 £
Restricted Funds					
Scottish Government					
Equality Funding	404	-	-	-	404
Keep Scotland Beautiful	3,820	754	(754)	-	3,820
Voluntary Action Fund	1,479	-	-	-	1,479
Voluntary Action Fund –					
Equality in the community	-	26,250	(25,061)	-	1,189
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
Capital Reserve	490	-	(490)	-	-
Awards for All Scotland	-	2,323	(2,323)	-	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total Restricted Funds	11,561	29,327	(28,628)		12,260
General Unrestricted Fund	20,063	70,750	(50,085)		40,728
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total Funds	31,624	100,077	(78,713)	-	52,988
	<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 2018

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

Voluntary Action Fund Small Grant Programme: 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 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.

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.

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

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.

14. Analysis of net assets between funds

	Unrestricted £	Restricted £	Total £
As at 31 March 2018:-			
Tangible fixed assets	-	2,533	2,533
Net current assets / (liabilities)	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/>

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2018

14. Analysis of net assets between funds (continued)

As at 31 March 2017:-	Unrestricted £	Restricted £	Total £
Tangible fixed assets	-	-	-
Net current assets / (liabilities)	74,720	12,260	86,980
Liabilities due in more than one year	(33,992)	-	(33,992)
	<hr/>	<hr/>	<hr/>
	40,728	12,260	52,988
	<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.

16. Related party transactions

Forth Valley Language Support CIC donated £16,000 (2017: £42,500) to, and was charged a management fee of £6,000 (2017: £6,000) by, Central Scotland Regional Equality Council Limited. Two directors of the charity were also directors of Forth Valley Language Support CIC during the year.

No individual had control of the charity in either the current or previous year.