



Northamptonshire Rights and Equality Council
Charity Number 1097767

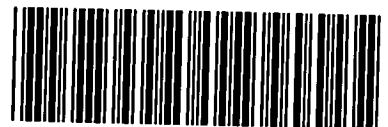
Company Number 04734851 (England & Wales)
Company limited by guarantee and not having share capital

REPORT AND FINANCIAL STATEMENTS
For the year ended 31 March 2023



Harish Thakrar Ltd
CHARTERED ACCOUNTANTS

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NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL

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NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL

Company Number 04734851

Charity Number 1097767

Report of the Trustees**For the year ended 31 March 2023**

The trustees, who are also directors of the charity for the purposes of the Companies Act, present their report and their financial statements for the year ended 31 March 2023. The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice for Charities preparing their accounts in accordance with the Financial Reporting Standard 102 applicable in the UK and the Republic of Ireland (second edition October 2019).

Objectives, Activities and Public Benefit

The charity's objects and its principal activities are to work towards the elimination of all forms of discrimination on the grounds of race, gender, disability, sexual orientation or religion and to provide awareness education and to promote activities which foster understanding between people of diverse backgrounds in order to cultivate good community relations, which is considered by the trustees to be a defined public benefit under the Section 17 of the Charities Act 2011.

This is achieved by carrying out a work program in the following areas:

To provide an effective service to individual complainants of discrimination using all equality enactments. To tackle direct and institutional discrimination, undertaking policy and practice development, with employers and service providers.

To aid the victims of Institutional Discrimination in the area of Immigration and Nationality Law.

To help provide an efficient service to victims of hate incidents, attacks and abuse working on a multi - agency basis in Northamptonshire.

To undertake public legal education.

The Northamptonshire Rights Equality Council could not operate without the help and time given by unpaid volunteers and the Board recognise the invaluable assistance this makes in furthering the aims of the charity.

NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL**Report of the Trustees (continued)****For the year ended 31 March 2023****Achievements and Performance**

The trustees consider that the performance of the charity this year has been satisfactory.

Overview:

Over the course of 2022/23 Northamptonshire Rights and Equality Council dealt with 309 cases. This covered legal, discrimination, immigration advice and hate crime support.

This is in addition to 433 enquiries. Of these enquiries 200 related to direct aid through the provision of SIM cards with calls, texts and data.

The organisation was underwent an Advice Quality Standard audit and retained it's accreditation as delivering a specialist racial discrimination service with casework.

Discrimination:

This service has been delivered by Deputy Chief Executive Christopher Fray. Over the period 80 clients were assisted. The advice given included:

- 10 racial discrimination
- 23 disability discrimination
- 2 pregnancy discrimination
- 1 sex discrimination
- 3 sexual orientation discrimination
- 9 general legal advice
- 11 about unfair dismissal

Immigration:

This service has been delivered by Deputy Chief Executive Christopher Fray and Immigration specialist Teleola Cartwright.

129 clients have been given immigration advice. The majority of clients have been given level 1 advice but over the last half of the year more complex cases were give advice with the support of supervision from Northampton and County Community Law Service. The organisation has retained OISC level 1 accreditation.

Hate Crime and Incidents

This service is delivered by Jenny Labbon as the organisation's specialist.

Over the course of the year direct support has been given to 13 hate crime victims. Hate crime support give to 7 Communities and groups in the County and 4 Hate crime focussed events took place .

NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL

Report of the Trustees (continued)

For the year ended 31 March 2023

Events and outreach support over the course of the year:

11th April Messages of hope - tackling anti-trans hate online event
 27th April Rights During Raids online event delivered by Teleola Cartwright
 27th June NREC In Conversation event Mixed Race Britain hybrid event at the Friends Meeting house Northampton with Tre Ventour
 20th July Discrimination Training online Delivered by Christopher Fray to Citizen Advice Bureau volunteers
 23rd August Are reparations for Trans-Atlantic enslavement a realistic goal? Online event
 26th September Rights During Raids online event delivered by Teleola Cartwright
 26th September Writing wrongs - How creativity can help us overcome trauma delivered by Chriss Lowe at the Victoria Centre, Wellingborough
 10th October Hate crime reporting training delivered by Jenny Labbon online
 14th October Hate crime reporting training delivered by Anjona Roy at the Victoria Centre, Wellingborough
 1st December Gender based violence & immigration online
 5th December Ways to ensure people with disabilities have equal access to services. Facilitators were Christopher Fray and Steve Liney at the Teamwork Trust Wellingborough
 31st January 2023 Racism in Cricket: Empire at Work Speaker Tre Ventour at the Wellingborough African Caribbean Centre
 5th February 2023 Present Histories: A Quiet Legacy of Holocausts Against Disabled People - Speaker Tre Ventour at the Northampton Synagogue
 6th March 2023 Gender based violence & immigration online
 23rd March 2023 Express Yourself for Stephen Lawrence Day

Physical Presence at community events

11th June Northampton Carnival
 26th June Northampton Pride
 13th August Deanshanger Pride
 13th August Kettering Pleasure Park Festival
 20th August Unity Fest
 27th August Kettering Cultural Celebration on the Market Square
 15th September Launch of the centre for Advancement of Racial Equality
 7th October Get on Board's community event Wicksteed Park

Subject to funding the charity aims to deliver the same benefit to the community in the coming year.

NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL

Report of the Trustees (continued)

For the year ended 31 March 2023

Financial Review

The Statement of Financial Activities shows net income for the year of £28,450. The reserves at the end of the accounting period stand at £145,856 in total, of which £59,052 relate to unrestricted funds.

The main sources of funding in the year were as follows:-

	Restricted Funds	Unrestricted Funds	Total
	£	£	£
North Northamptonshire (Kettering)		5000	5000
North Northamptonshire (Wellingborough)		15000	15000
North Northamptonshire (Corby)		1800	1800
Co-op Community Fund		2121	2121
Tudor Trust	29000	3000	32000
Action for Racial Equality	16500		16500
HALS Access to Justice	34544		34544
NCF Migrant Fund	3000		3000
Access to Justice Fund	12208		12208
Western Power Distribution	9996		9996
Paul Hamlyn Foundation Fund	34100		34100
	139348	26921	166269

Structure, Governance and ManagementGoverning document

The charity is constituted as a company limited by guarantee, and is therefore governed by articles of association, latest version 16.07.2012.

Organisation

The charity is organised so that the trustees meet regularly to manage its affairs. There was a full time Chief Executive who managed the day to day administration of the charity, organised fund-raising initiatives and dealt with the objects and principal activities of the charity in conjunction with other members of staff. This post was made redundant on 31.12.2018 and its function shared between part time staff and unpaid board members from 01.01.2019 onwards.

The Board comprises 12 persons elected by ballot by the company at its Annual General Meeting and up to another 6 persons may be co-opted by the board itself, including representatives from any sub committees that are from time to time in existence. The elected members of the Board are chosen by means of a secret ballot at the Annual General Meeting or by postal ballot immediately prior to the Annual General Meeting of the company. One third of the elected members are chosen this way every year. They serve for three years and at the conclusion of the third Annual General Meeting after their election they are required to resign. They are however eligible to stand for re-election at that same Annual General Meeting.

For the purposes of enabling the Board to fulfil its functions more effectively the Board may during each year co-opt persons to serve as members of the Board until the next Annual General Meeting.

The nominees of one or more local authorities to the Board serve for one year from the time of their appointment and are eligible for re-appointment if the local authority so wishes. The local authorities may at any time replace one or more of their nominees.

Board decisions are made by the vote of the majority of the members of the Board present and voting at any given Board Meeting. The quorum for the meetings is three directors present and able to vote. Co-optees who are members of the company are voting members of the Board. Co-optees who are not members of the company have the right to speak but not to vote at the meetings of the Board.

New trustees are given an induction training session by the chief executive which covers inter alia:

- NREC Policy and Procedure
- NREC Handbook given and discussed
- NREC Constitution given and discussed
- NREC's legal status and responsibilities
- Role of the NREC explained and discussed
- Management and Organisational arrangements discussed
- Future training and development needs discussed

The Trustees endeavour to assess the risk of NREC projects so that the image and reputation of the NREC is maintained and it delivers a high standard of service.

NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL

Report of the Trustees (continued)
For the year ended 31 March 2023

Reference and Administrative Details of the Charity, its Trustees and Advisors

The charity is constituted as a company limited by guarantee, and is therefore governed by articles of association, latest version 16.07.2012.

Company Number	04734851 Company limited by guarantee and not having a share capital		
Charity Number	1097767		
Registered Office	c/o Northampton College Oak Building, Booth Lane Northampton United Kingdom NN3 3RF Telephone : 01604 400808		
Website	www.northantsrec.org		
Directors and Trustees	Christopher Nelson Siobhan Hyland Kamal Paul Alaine Holland Caroline Cross Jasmine Ellington Owusu-Asante Lovelace John O'Neil Tre Ventour William Reid Charlene Bent Martin Sawyer Wendi Buchanan Diana Belfon Kelvin Singh	Chair Chair Treasurer	Resigned January 2023 Resigned July 2022 Resigned November 2022 Resigned July 2022 Resigned July 2022
Company Secretary	Martin Sawyer		
Chief Executive Officer	Anjona Roy		
Bankers	Unity Trust Bank plc Nine Brindleyplace 4 Oozells Square Birmingham B1 2HB		
Independent examiner	Kunal Thakrar FCA, of Harish Thakrar Ltd Chartered Accountants 29-31 Finedon Road Wellingborough Northants NN8 4AS		

NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL

Report of the Trustees (continued) For the year ended 31 March 2023

Investment Policy

The charity has no investments except its bank balance which earned no interest. The Unity Trust Bank was chosen by the Board as being the most appropriate bank since its ethical values and goals are congruent with the ethos of the charity.

Reserves policy

It is the policy of the charity to maintain unrestricted funds at a level which equates to approximately 3 months' expenditure, together with the sum needed to cover potential redundancy costs of employees should funding lines significantly reduce. This provides sufficient funds to cover management and administration and support costs. The charity aims to maintain funds at this level throughout the year. Unrestricted Funds are £59,052 at 31.03.2023 which is less than one year of expenses.

Directors and trustees

All directors of the company are also trustees of the charity, and there are no other trustees. All of the trustees named on page 4 served throughout the period unless otherwise stated. The Board has the power to appoint up to six persons as co-opted trustees as it considers fit to do so.

Trustees' responsibilities in relation to the financial statements

The trustees are required by company law to prepare financial statements for each financial year which give a true and fair view of the financial activities of the charity and of its financial position at the end of the year. In preparing those financial statements the trustees are required to :

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the policies adopted are in accordance with the Companies Act 2006 and with applicable accounting standards and statements of recommended practice, subject to any material departures disclosed and explained in the financial statements.
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Small company rules

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

Independent Examiners

A resolution proposing Kunal Thakrar FCA of Harish Thakrar Ltd, Chartered Accountants, be re-appointed as independent examiner of the charity will be put to the Annual General Meeting.

Approval

This report was approved by the Board of the Northamptonshire Rights and Equality Council on 13 July 2023 and signed on their behalf.



Christopher Nelson
Chair

NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL

Independent Examiner's Report to the Directors and Trustees of NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL For the year ended 31 March 2023

I report to the trustees, who are also directors for the purpose of company law, on my examination of the financial statements of Northamptonshire Rights and Equality Council for the year ended 31 March 2023 which are set out on the pages 7 to 11.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the trustees of the charitable company you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

Having satisfied myself that the financial statements of the charitable company are not required to be audited under Part 16 of the Act and are eligible for independent examination, I report in respect of my examination of the charitable company's financial statements carried out under section 145 of the Charities Act 2011 ("the 2011 Act") and in carrying out my independent examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements give a "true and fair" view and my report is limited to those specific matters set out in the independent examiner's statement.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- * accounting records were not kept in respect of the charitable company as required by section 386 of the 2006 Act; or
- * the financial statements do not accord with those records; or
- * the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the financial statements give a "true and fair" view which is not a matter considered as part of an independent examination; or
- * the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.



Kunal Thakrar FCA
on behalf of
Harish Thakrar Ltd
Chartered Accountants
29-31 Finedon Road
Wellingborough
Northants
NN8 4AS

13 July 2023

NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL

Company Number 04734851

Charity Number 1097767

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

For the year ended 31 March 2023

	Notes	2023 Restricted Funds £	2023 Unrestricted Funds £	2023 Total Funds £	2022 Total Funds £
<u>Incoming resources</u>					
Donations & legacies					
Donations	2	0	8340	8340	1870
Grants	3	139348	26921	166269	133811
Income from Charitable Activities	4	0	1150	1150	4433
Investment income - bank interest		0	0	0	0
Total income		139348	36411	175759	140114
<u>Charitable expenditure</u>					
Direct costs	5	122421	17939	140360	78066
Governance costs	6	0	1051	1051	2220
Indirect support costs	7	0	5898	5898	3195
Total expenditure		122421	24888	147309	83481
Net income / (expenditure) for the year		16927	11523	28450	56633

NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL

Company Number 04734851

Charity Number 1097767

Balance Sheet at 31 March 2023

	Note	2023	2022
		£	£
Fixed assets			
Tangible assets	9	0	0
Current assets			
Debtors	10	7890	2137
Bank and cash		152581	132367
		<u>160471</u>	<u>134504</u>
Creditors amounts falling due within one year	11	<u>14615</u>	<u>17100</u>
Net current assets		145856	117404
Total assets less current liabilities		145856	117404
Net assets		<u>145856</u>	<u>117404</u>
Represented by :			
Funds			
Restricted funds	12	86804	69875
Unrestricted funds	13	59052	47529
		<u>145856</u>	<u>117404</u>

The directors consider that the company is entitled to exemption from the requirement to have an audit under the provisions of section 477 of the Companies Act 2006. Members have not required the company, under section 476 of the Companies Act 2006, to obtain an audit for the year ended 31 March 2023. The directors acknowledge their responsibility for ensuring that the company keeps accounting records which comply with sections 386 of the Companies Act 2006 and for preparing accounts which give a true and fair view of the state of affairs of the company as at 31 March 2023 and of its surplus for the year then ended in accordance with the requirements of s.396 and which otherwise comply with the requirements of the Act relating to the accounts so far as applicable to the company.

The financial statements, which have been prepared in accordance with the special provisions relating to companies within the small companies regime within Part 15 of the Companies Act 2006 were approved by the board on 13 July 2023 and signed on its behalf.



Christopher Nelson
Director and Trustee



Kelvin Singh
Director and Trustee

NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL

Notes to the Accounts
For the year ended 31 March 2023

1. Accounting policies**1.1 Basis of preparation of accounts**

The financial statements are prepared under the historical cost convention and also in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice for Charities preparing their accounts in accordance with the Financial Reporting Standard 102 applicable in the UK and the Republic of Ireland.

1.2 Going concern

The financial statements have been prepared on a going concern basis which assumes that future funding will be available. At the date of signing of the accounts certain grant providers have not indicated the level of funding for the next 12 months. If significant material grants are not forthcoming at their renegotiation and renewal dates nor replacement funding found there could be significant concern about the appropriateness of the going concern assumption underlying the preparation of the accounts.

1.3 Fund accounting

Income and expenditure is allocated between funds in the Statement of Financial Activities Income and Expenditure Account as follows:-

Restricted funds where the donor has restricted the way in which the income can be spent.

Unrestricted funds where the donor has made no stipulation in the way the income is spent and where the charity may use funds in any way it sees fit in order to pursue its charitable objectives.

Designated funds where unrestricted funds have been earmarked by the Board for a particular charitable purpose.

1.4 Incoming resources

Voluntary income and donations are included in incoming resources when they are receivable except when donors' conditions have not been fulfilled, then the income is deferred. The income from fund-raising ventures is shown gross, with the associated costs included in fund-raising costs.

Grants for capital items are released to revenue over the period of the life of the assets to which the grants relate. Deferred grant income is carried forward at the balance sheet date equivalent to the net book value of the related asset.

1.5 Resources expended

Resources expended are included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT which cannot be recovered.

Expenditure which is directly attributable to specific activities has been included in these cost categories. Where costs are attributable to more than one activity, they have been apportioned across the cost categories on a basis consistent with the use of these resources.

1.6 Pension costs-defined contribution schemes

Contributions made are charged to the Statement of Financial Activities as they become payable. All pensions are paid to independent pension providers where the pension fund assets are administered separately from the company.

1.7 Tangible fixed assets

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost on a straight line basis over their expected useful economic lives as follows:

Computer equipment 33.33% straight line basis

1.8 Charitable activities

These include the direct salary, national insurance and pension costs involved in the employment of members of staff who within their various fields of competence and experience deliver front line advice and training on discrimination and associated matters.

1.9 Charitable activities - governance

This includes independent examination fees.

1.10 Charitable activities - indirect support costs

Indirect Support Costs include all expenditure not directly related to the charitable activity or fund-raising ventures. This includes costs of running office premises, staff salaries for administrative staff and depreciation.

1.11 Voluntary work and services received

The charity benefits from the many thousands of voluntary hours and unclaimed out of pocket expenses contributed by a large number of supporters. It would be impossible to place a value on all these gifts in kind, without which much of the work undertaken by the charity could not be achieved.

NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL

Notes to the Accounts (continued)
For the year ended 31 March 2023

Donations and Legacies	Restricted Funds 2023 £	Unrestricted Funds 2023 £	Total 2023 £	Total 2022 £
2. Donations				
Donations & subscriptions	0	8340	8340	1870
	<u>0</u>	<u>8340</u>	<u>8340</u>	<u>1870</u>
3. Grants received				
North Northamptonshire Council (Kettering)		5000	5000	5000
North Northamptonshire Council (Wellingborough)		15000	15000	15000
North Northamptonshire Council (Corby)		1800	1800	1800
Co-op Community Fund		2121	2121	1828
Tudor Trust		3000	3000	
Action for Racial Equality	16500		16500	
Tudor Trust	29000		29000	
HALs Access to Justice	34544		34544	
NCF Migrant Fund	3000		3000	
Access to Justice Fund	12208		12208	
West Power Distribution Comm Fund	9996		9996	7389
Hamlyn Foundation Fund	34100		34100	30000
Horner Foundation			0	20000
Windrush Justice Fund			0	3078
Tesco Community Grants - Groundwork			0	3000
NCF Northamptonshire Welcome Fund			0	2949
NCF Cecil Pettit Fund			0	4367
Community Justice Fund			0	30000
Awards 4 All - Fund Messages of Hope			0	9400
	<u>139348</u>	<u>26921</u>	<u>166269</u>	<u>133811</u>
4. Income from charitable activities				
Income from training	0	1150	1150	4433
	<u>0</u>	<u>1150</u>	<u>1150</u>	<u>4433</u>
5. Charitable activities - direct costs				
Project work & partnership events	24326	1512	25838	6234
Postage, printing and stationery	1759		1759	53
Wages and salaries	82448	9621	92069	61791
Employers NIC		3010	3010	226
Pension contributions - defined contribution scheme		3796	3796	2396
Telephone	952		952	1079
Events			0	2602
Marketing	2562		2562	120
Training	734		734	2652
Payroll	428		428	71
Travel and subsistence	282		282	7
IT costs	3857		3857	
Rent and room hire	94		94	
Repairs and maintenance	2422		2422	434
Insurance	1003		1003	173
Subscriptions	346		346	25
Bank charges	137			
Independent examination	369			
Book keeping	702		702	203
	<u>122421</u>	<u>17939</u>	<u>139854</u>	<u>78066</u>
6. Charitable activities - governance costs				
Book keeping		369	369	1170
Independent examination		682	682	1050
	<u>0</u>	<u>1051</u>	<u>1051</u>	<u>2220</u>
7. Charitable activities - indirect support costs				
Office rent and services (including depreciation)		1000	1000	1000
Other administrative costs		4898	4898	2195
	<u>0</u>	<u>5898</u>	<u>5898</u>	<u>3195</u>

8. Staff

No remuneration was paid to trustees in the year (2022 - £nil).

The average monthly number of staff employed during the year was 4 (2022: 4)

No employee received remuneration of more than £60,000.

3 (2022 - 3) employees had contributions accruing during the year under money purchase pension schemes.

NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL

Notes to the Accounts (continued)
For the year ended 31 March 2023

9. Tangible Fixed Assets

Furniture &
Equipment
£

Cost or valuation

At 1 April 2022	12733
Additions during the year	
Disposals during the year	
At 31 March 2023	<u>12733</u>

Depreciation

At 1 April 2022	12733
Charge for the year	
Eliminated on disposal	
At 31 March 2023	<u>12733</u>

Net book value at 31st March 2023

0

Net book value at 31st March 2022

0

10. Debtors

	2023 £	2022 £
Prepayments	7890	737
Other debtors	0	1400
	<u>7890</u>	<u>2137</u>

11. Creditors amounts falling due within one year

	2023 £	2022 £
Accruals	14154	17073
Other creditors	461	27
	<u>14615</u>	<u>17100</u>

NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL

Notes to the Accounts (continued)
For the year ended 31 March 2023

12. Restricted Funds

	Homer Foundation	Groundwork UK (Tesco)	NUUT	Awards For All Justice Fund	Windrush NCF Migrant Welcome	NCF Cecil Petit	Western Power	Access to Justice	Hamlyn Foundation	HALS Access to Justice
At 1 April 2022	14506	4000	11000	6242	5678	2872	4367	0	0	21210
Incoming Resources	0	0	0	0	0	3000	0	9996	12208	34100
Outgoing Resources	-12680	-3000	0	-4767	0	-4769	-4367	-9390	0	-29774
Transfers	0	0	0	0	0	0	0	0	0	0
At 31 March 2023	1826	1000	11000	1475	5678	1103	0	606	12208	25536

13. Unrestricted funds

At 1 April 2022	47529
Incoming Resources	36411
Outgoing Resources	-24888
Transfers	
At 31 March 2023	59052

14. Contingent Liabilities

Future funding for the charity is subject to the discretion of grant providers. Given this situation the directors consider it prudent to note that if at any time future funding dried up or reduced to an unsustainable level and the two current employees had to be made redundant the level of the charity's activities would have to be scaled back and, in the worst case scenario, cease altogether.

16. General Information

Northamptonshire Rights and Equality Council is a company limited by guarantee and incorporated in England. Its registered office is Oak Building c/o Northampton College, Booth Lane, Northampton. Its company number is 04734851. The company is also registered with the Charities Commission in England. Its registered charity number is 1097767. The financial statements are presented in sterling which is the functional currency of the company.