



Annual Report

2018 - 2019

rota
Race on the Agenda



Resource for London

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Registered Charity No. 1064975

Company limited by guarantee No. 3425664

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*A message from
our patron*

A message from our Patron, Lord Adebowale CBE

With yet another busy and successful year for Race on the Agenda (ROTA), amongst all the fiasco around BREXIT. I am proud to have been involved with the organisation. Given the challenges in funding, ROTA has continued to deliver race equality work during the difficult times in the sector.

I regularly meet with ROTA's Chief Executive, discussing ways in which ROTA can contribute policy work to the BAME communities.

"It has been a great pleasure working and supporting ROTA since I joined in 2008 and celebrating its 20yrs anniversary at a special Anniversary event at the House of Lords in 2017. You can read more about this event on the rota website at rota.org.uk.

I very much look forward to continue in supporting the team again in 2019-20."



Lord Adebowale CBE is Chief Executive of Turning Point, the UK's leading social care organisation. Turning Point works with people facing a range of complex needs including substance misuse, mental health issues, and learning disabilities.

Lord Adebowale CBE is a cross bench member of the House of Lords and Patron of ROTA.



***About Race on
the Agenda
(ROTA)***

About ROTA

“To work towards the elimination of racial discrimination and to promote equality of opportunity, human rights and good relations between persons of different groups” (ROTA memorandum of association)”

ROTA is a social policy research organisation that focuses on issues impacting on Black, Asian and minority ethnic (BAME) communities. Originally set up in 1984 as GLARE (Greater London Association for Race Equality) ROTA renamed itself and adopted a new constitution in 1997. Our policy priorities are health, education and criminal justice.

ROTA aims to increase the capacity of BAME organisations and strengthen the voice of BAME communities through increased civic engagement and participation in society. We do this by carrying a number of strategic projects and through action research on various aspects of the many BAME communities throughout the UK.

As a BAME-led organisation, all ROTA's work is based on the principle that those with direct experience of inequality should be central to solutions to address it. Our work is actively informed by the lived experiences of BAME communities and their organisations.

ROTA is a membership organisation, registered as a charity and a company limited by guarantee.

ROTA's vision

An inclusive, fair and equal society where people from all groups can develop their full potential, and where the voluntary and community sector is fully participating in serving them.

ROTA's mission

To be a leading social policy research organisation that focuses on race equality and issues affecting the UK's BAME communities.

To strengthen the voice of BAME communities through increased civic engagement and participation in society, and provide representation on issues affecting BAME communities and the sector that was set up to serve them. ROTA will achieve this by working with BAME communities and the BAME sector, and by informing, influencing and increasing the awareness of decision makers, policy makers and stakeholders in the public, private, voluntary and community sectors.

ROTA's strategic objectives

ROTA has identified seven strategic objectives for future activities.



- Pilot and research new ideas in order to demonstrate new BAME and equality-led models, opportunities and emerging good practice for the benefit of BAME groups and the sector that serves them
- Work with government and other bodies (locally, regionally and nationally) to ensure that BAME and equality issues and interests are represented and heard
- Broker relationships between policy makers and BAME communities and their sector, and help build capability and partnerships among different agencies and across sectors
- Build the capacity of BAME organisations to engage in policy and research and help develop the skills of their workers through training and skills development programmes
- Facilitate networks, coalitions and partnerships that enable BAME and equality organisations to communicate with each other, work together and share best practice, with the ultimate goal of influencing policy and practice

ROTA's definition of 'race' encompasses all protected characteristics under equality legislation:

- colour
- nationality
- ethnic or national origin.

Consequently, we use the term BAME to refer to all groups who are discriminated against on the aforementioned grounds.

This definition includes but is not exclusive to people of African, Asian, Caribbean, European and Eastern European, Irish, Greek, Turkish, Jewish, Roma and South East Asian descent, as well as refugees and asylum seekers.

Chair's report

Chair's report

Thank you for taking the time to read our annual report for this financial year 18/19. Let me start by wishing you a happy new year and I hope that you will continue to support Race on the Agenda in the increasingly dark times for race equality that we are likely to encounter in the coming period.

I am extremely proud of what ROTA has achieved in this period and in particular building on its track record in the last 20 years of its existence.

This year, we have a lot of great work to celebrate with a number of new projects coming online. Our mental health and well being project, Active Lives, Healthy Minds came to the end of its three year funding from Big Lottery. A very successful end of year project conference was held in June 2019. You can read more about this on our website at rota.org.uk

This year also saw the end of our European project, REACT which was a partnership project with organisations from Italy, France, Spain and Germany as well as Aik Saath, a partner from England, working with young people in Slough. The project was about tackling online hate speech and was funded for two years.

Our Education research work continued, even without designated funding. Read

more about this work in this report.

ROTA partnered with Money4Youth and Black Fundraisers UK, for the second year running of the AVOCOADO+ Accelerator Programme, to administer the fundraising and capacity building programme, funded by The Tudor Trust.

The programme was launched a special Funders Den event, held at City Hall in October. The event saw six small Black, Asian, Minority-ethnic and Refugee (BAME) organisations pitch their business ideas to the representatives of funding bodies assembled on the night.

The event was hosted by the Deputy Mayor of London for Social Integration Debbie Weekes Bernard with a special appearance from former Paralympian and TV presenter Ade Adepitan.

The context following the Brexit vote became increasingly difficult for anti-racist and BAME organisations and the Government's hostile environment was compounded by the Windrush scandal and the Grenfell Tower fire. The election of a number of populist and even openly racist world leaders does not augur well for the next decade.



Ali Ahmed - Chair

Chief executive's report

Chief Executive's report

2018-19 was a difficult year for organisations working to promote race equality. At ROTA we continued to prioritise working closely and collaboratively with other BAME and race equality organisations to raise issues and seek to influence policies where this was possible.

The continued hostile environment promoted by the Government was exacerbated by increasing Brexit uncertainty and the growing racism that sprang from these developments. The appalling Windrush scandal showed how deeply racism has percolated into the culture and politics of the UK over the past few years. The continuing inquiry into the Grenfell disaster threw up numerous concerns about the way in which ordinary people are treated in this hostile climate.

Anti-racist, migrants and refugee organisations as well as Gypsy, Roma and Traveller groups reported significant increases in levels of racial harassment and online hate. At the same time the denials by the media and leading institutions that racism is increasing and should be taken seriously seem to be growing commensurately.

ROTA was able to promote activities to challenge online race hatred as part of a

European funded project REACT which brought us together with



other European

partners to seek to address the issue. Of course the end of the UK's membership of the EU means the closure of such projects just at the time when they are most needed.

ROTA launched its report on the public services available to survivors of the Grenfell Tower disaster in a report commissioned by the Equalities and Human Rights Commission. The report was based on thirty interviews with survivors of the fire. I would like to thank ROTA's staff and volunteers for conducting such a sensitive research project using our language skills our network contacts with community organisations on the ground and our understanding of the public sector equalities duty and the Equalities Act. We were able to promote the voices of survivors most of whom had not previously been interviewed and uncover sensitive and in some cases shocking stories.

Continued >>



Mental health and well being was also a key part of ROTA's work over the period and the Active Lives Healthy Minds Project was successful in developing services to improve mental well being in a number of highly marginalised communities in West London.

ROTA remains an active member of the Coalition for Race Equality (CORE) which brings together the leading regional and national race equality organisations to increase cooperation and collaboration around the many areas where racism tarnishes the lives of BAME people and their communities.

"I would like to thank ROTA's staff, volunteers and trustees for all their hard work on behalf of ROTA. They have always been prepared to go beyond and put in extra work as part of their commitment to the organisation and to its core purpose of challenging racism and discrimination"

Andy Gregg
ROTA Chief Executive

*Summary of
activities in
relation to
charity's
objectives*

Summary of activities in relation to charity's objects

In planning our activities for the year, we kept in mind the Charity Commission's guidance on public benefit at our trustee meetings. ROTA remains focused on its charitable mission. ROTA provides a unique combination of frontline and infrastructure services to all BAME organisations and BAME people, paying particular attention to those who tend to be marginalised or excluded.

Some of ROTA's funding is restricted to London but we also operate more widely in England and our REACT Project brought us into a European partnership to develop solutions for online race hate.

ROTA's services in 2018 – 2019 can be grouped under four categories:

- a) **Policy Development, Voice and Representation** of issues affecting Britain's BAME communities by developing responses to consultations and legislative changes, sitting on policy bodies and by supporting staff of other BAME and equality organisations to sit at the decision making table;
- b) **Information, Research and Awareness Raising** through innovative research and publications, website, articles and blogs external papers, media representation, holding events,

attending and speaking at external events, campaigning and by providing specialised support, training, consultancy and advice;

- c) **Networking for London's third sector** by hosting events, training and representation on boards with partner and frontline organisations. In particular as part of the Way Ahead for London proposals and the establishment of a hub to support London's civil society (now called London Plus) and HEAR (the London Network of Equalities Organisations) we have maximised our reach across the different networks in London's voluntary sector;
- d) **Projects for capacity-building and Skills Development** through training, advice and support programmes to those working within the BAME and equalities sector or providing services to BAME and other equality groups and individuals. In particular, our training around the Public Sector Equalities Duty and anti-discrimination in Employment workshops for young people.

***Work carried out
in 2018/19***

Work carried out in 2018/19

2018-19 was a year of success for ROTA despite a very challenging funding and legislative climate. The organisation gained significant new funding during the year which resulted in ROTA taking on new members of staff and volunteers. Due to the commitment of our staff team, volunteers, members and funders, we met all our set targets as well as developing new projects. We continued to contribute to the wider race equality sector through our involvement with the Coalition for Race Equality and HEAR (the human rights and equalities network for London)

ROTA reviewed and updated the Strategic Plan at a staff, volunteers and trustees Away Day with an outside facilitator. We were able to refresh and develop our strategic plan and analyse the complexities of the current environment for race equality and BAME communities. We continued to discuss collaboration with Runnymede, BTEG and Voice for Change England.

ROTA membership continues to grow, resulting in a 21% increase, combined in both individual and group membership to 1,726. 2018/19 saw 123 new members join ROTA. We continue to develop our online presence with over 5,900 twitter followers and over 500 facebook page followers.

We delivered training designed to increase the capacity of BAME/VCS organisations in applying and responding to current equalities legislation. This included training to BAMER young people on holding public authorities to account in areas of education and mental health.

During the year, ROTA's work was supported by 11 volunteers who committed a total of over 750 hours.

In 2018-19, ROTA staff sat on 23 different policy and decision making bodies, covering a wide range of issues including but not limited to: BAME community development (HEAR, CORE), voluntary sector (the Way Ahead Steering Group), cross-equalities (e.g. Equality and Diversity Forum now Equally Ours), health inequalities (e.g. the Mental Health Campaign in West London) and developing BAME strategic policy (e.g. CORE – the Coalition for Race Equality and regular meetings with the Race Disparity Unit), CPS National Scrutiny Panel on Racially and Religiously Aggravated Hate Crime; the Anti Bullying Alliance Race and Faith Steering Group; and the HEAR Hate Crime Network. We also encouraged and supported others working within the BAME and equality sector to gain and maintain seats on decision making bodies.

We responded to 5 consultation documents and met face to face with over 90 policy makers and stakeholders regionally and nationally. We put pressure on government and public services to promote equality of opportunity for BAME groups and respect human rights. ROTA's policy development work was facilitated by a part time Policy Development Officer post funded by Esmée Fairbairn and Barrow Cadbury charitable trusts.

Information, Research and Awareness Raising

Our principal target groups continue to be BAME and equality third sector organisations, policy makers in government and public sector bodies, and funders. Since we believe in evidence-based policy, we engage in campaigns only when appropriate. We disseminated information and increased awareness of issues affecting BAME communities and other equality groups through:

In-house publications: Published 7 online blogs, 4 Policy E-Newsletters, 2 Research Reports and submitted 1 consultation response on how the eight Clinical Commissioning Group's (CCG) in North West London can use the Equality Delivery Systems to reduce health and mental health inequalities for BAME people with mental health support

needs. All of these publications are available from our website;

ROTA events: Held an AGM for year 17/18 in November 2018 and launched a report on BAME communities and Brexit. More details of this event is available on our website at rota.org.uk;

Consultancy and advice: As an expert agency on race equality and equality, ROTA provided advice and support to public, private and third sector organisations and individuals. We also provided expert and specialised support and advice including the collection of data, carrying out research and helping others to understand and interpret quantitative and qualitative findings within a policy context. ROTA trained over 52 organisations and approximately 24 individuals including young people during the year;

External events: ROTA staff attended 60 external events and spoke at an additional 10 conferences, seminars and lectures.

Media representation and campaigning: ROTA's work is evidence based and supported by our research and networking activities and programmes. Examples of this include our research on Free Schools, on Online Race Hate Crime and on informal school exclusions.



Specific ROTA projects

We continued to provide in depth advice and support to VCS organisations on using the Public Sector Equality Duty (PSED) to hold public authorities to account. Following the Grenfell tragedy, one of the key areas of work that developed out of ROTA's previous work on the Equality Law Project was supporting front line organisations to hold public authorities to account on their compliance with the Public Sector Equality Duty in social housing provision. We were pleased to win a tender to carry out research for the Equalities and Human Rights Commission into the services that were received by survivors of the Grenfell Tower tragedy. The research was eventually published by

EHRC at a successful event in March, close to the scene of the tragedy. The report is available on our website at rota.org.uk.

The learning from the Equality Law Project continued to inform our work and we continue to contribute to policy and practice on matters relating to Equality Law and compliance with the Public Sector Equality Duty.

REACT Project

The European Commission funded ROTA and our European partners to continue working on online hate speech for a further two years. The new 'Respect and Equality: Acting and Communicating Together' (REACT) project commenced on November 2017. The aim of the REACT project is to promote media

literacy, support dialogue and exchange best practice in counter narratives to foster tolerance and mutual respect. We have worked closely with our EU partners in Spain, France, Italy and Germany and in particular with Aik Saath a youth and community organisation based in Slough to try to assemble counter narratives to online race hate crime.

BAME Young People Together for Employment Rights

This project involved working with youth and community groups to address the knowledge-gap BAME young people face upon entering employment, and to provide them with the tools to empower themselves and their communities to take action against workplace exploitation and discrimination through collective action. We ran a series of interactive workshops with an aim to provide essential knowledge on employment rights and anti-discrimination law in the workplace, and to engage participants with workers' campaigns and unions to emphasize the importance of collective action to address community-wide issues in employment.

The project was augmented by a research project on BAME communities and Brexit which culminated in the report being launched at a conference in

May 2018.

Active Lives, Healthy Minds

The Active Lives Healthy Minds project continued in West London giving support to community organisations providing mental well-being services. The four partner organisations developed tailored approaches to supporting participants' mental health in culturally appropriate ways. The project incorporated a wide range of activities and culturally appropriate therapeutic interventions to improve the overall wellbeing and mental health of women and their families from multiple religious and ethnic backgrounds. Activities included: training of mental health outreach workers; mental health and wellbeing workshops (including maternal mental health, parenting, education, challenges to Domestic Violence, Female Genital Mutilation and other gender based violence, promoting healthy relationships, substance abuse); Monthly coffee mornings; Physical activities (dance); Healthy eating and nutrition workshops. Specific training is provided aimed at building confidence and improving communication skills to enable participants to understand mental health structures, their rights and responsibilities and to support their engagement with mental health services.

We are accredited our Fundamentals of





Counselling Training through the Evelyn Oldfield Unit (EOU) with the Open College Network (OCN) and the OCN has awarded our training (which is provided to our refugee community partners) an accreditation at entry level 3.

The training provides basic counselling skills to volunteers providing mental health outreach work in their respective communities so as to prevent admission to acute mental health services by providing community based mental health and wellbeing support services to members of refugee communities.

In addition to the training we delivered last year, we completed a second training at Ilays Somali Organisation.

Fundamentals of Counselling Training and Mental Health Outreach Work supervision improved the quality of mental health support that members of the community were able to secure, as a direct result of the confidence and professionalism that had been gained as a result of the training and support received as well as improvements in the systems for receiving referrals, assessing and reviewing needs of clients.

In addition to our current partner organisations, we discussed setting up a new group of trainees in Southall/Hayes area with Somali and potentially other East African outreach workers as well as a group of Eritrean trainees London-wide.

With our partner organisations and the McPin Foundation we have co-produced an evaluation framework. Throughout the year we have held several meetings to discuss and fine tune the evaluation tools and activities.

The project looked at the various ways in which refugee community organisations address mental health within their respective communities and it has opened up substantial new avenues for dialogue between statutory, community and voluntary organisations.

ROTA and HEAR Network with other voluntary and community sector organisation partners and BAME people with mental health support needs launched a mental health equality campaign. In addition to our partner organisations, these meetings have been attended by other West London based BAME community organisations and people with mental health support needs. One of the aims is to improve commissioning, procurement and delivery of services for BAME people with Mental Health (MH) Support Needs.

We have further developed our local relations with the West London Mental Health Trust, North West London Clinical Commissioning Groups, London Borough of Hounslow and Councillors across North West London and beyond. In addition, we have worked in

partnership with Refugees in Effective and Active Partnership (REAP), Women's and Girls Network, Council of Somali Organisations (CSO) and their members and networks, Kindred Minds, Centre for Armenian Information and Advice (CAIA), National Survivor User Network (NSUN), HEAR - Equality and Human Rights Network, and We Coproduce.

All the activities are co-produced with members of the community. At several times throughout the year our partner organisations ask their community members for feedback regarding the ongoing activities at their respective organisations and also regarding services that are missing, and they would like to see. As a result, sewing classes were established at Ilays and the Network of Eritrean Women organised wellbeing classes such as fitness and yoga.

The English language classes at Account Trust are making a remarkable difference in the lives of the Nepali women attending. The improvement on the level of communication improves their quality of life as well as reduces isolation as they regularly attend the group and interact with each other but also are more able to interact with confidence in the wider community.

As a result of ALHM activities, people are more active as well as interactive and the non threatening inclusive approach makes it ideal for people to have enough

trust in the volunteers as well as each other to raise other issues of concern as well as opening people up to the possibilities of using other services available to them (e.g. advice and information sessions, conferences seminars and consultation events).

SKILLS DEVELOPMENT:

ROTA aims to increase the capacity of BAME and equality organisations to get engaged in policy, develop partnerships and learn from best practice. We also aim to increase the skills and knowledge of BAME individuals to fight discrimination and become champions in helping to promote equality of opportunity.

We continue to work with our partner organisations to develop the governance of their respective organisations and the management of their projects. To this respect we have supported Ilays and the Network of Eritrean Women with the development of their organisational policies and to put structures in place within their organisations to run activities and projects. Our work on the Avocado Accelerator project provided intensive capacity-building support for 8 BAME organisations.

Education work

In April 2018 - evidence submitted to the Government Review of School Exclusions, pointing out that informal

school exclusions are a growing cause for concern, particularly among some groups of BAME young people.

May to October 2018 - Education research was scaled back from May to October, with resource diverted to assisting with the Grenfell Tower project and the Online Hate Speech Project (REACT).

November 2018 - Higher Education Project. Work began and continued through to March 2019 on a project addressing disadvantage in Higher Education. This work focused on the forthcoming Government - commissioned Augar Review of Higher Education.

Two volunteers were recruited to work. Desk research, findings from the literature and from meetings with the Higher Education Policy Institute at the University of Sheffield and with the President of the National Union of Students, indicated that the needs of UK-domiciled BAME students were unlikely to be met by the measures proposed by the Augar Review to mitigate disadvantage. Report, response and recommendations to the Augar Review are available on our website at rota.org.uk.

January to March 2019 – Informal Schools Exclusion Project. Work resumed on this research.

We were successful with a funding application for a 14 month project which began in July 2019. The project focuses on changing and challenging the illegal practice of informal school exclusions.

Volunteer Support

We continued to support volunteers during their time at ROTA, through regular meetings and feedback sessions and through external activities.



***Future work
and funders***

Future work and funders

Subject to satisfactory funding arrangements, ROTA will continue delivering its work to meet its charitable objects. We will build on our reputation and strong partnerships to bring added value to the projects we have already undertaken and introduce new work reflecting the needs and wishes of the BAME Third Sector and the communities it was set up to serve.

We intend to:

- Continue to develop ROTA as an independent research and social policy charity which focuses on the issues of Black, Asian and minority ethnic (BAME) communities;
- Continue the work of our Mental Health project with the Active Lives, Healthy Minds;
- Continue to develop training on Equality Act 2010 and on Holding Public Authorities to Account using the Public Sector Equality Duty subject to funding available;
- Develop an Equality Assessment Framework and related training;
- Continue training on race equality and equality;
- Continue to produce research publications;
- Hold events on key policy issues;

- Contribute to producing external publications, speak at over 30 external events and sit on at least 20 decision making bodies;
- Consult with the BAME sector on health, education and criminal justice and from the consultations, develop policy responses and projects;
- Develop new projects.

Internally we will:

- Increase our membership and social media presence;
- Continue publishing regular online blogs;
- Continue to develop a fundraising/ income generation strategy;
- Continue to update our Policies and Procedures (Handbook) and employment contracts;
- Improve our IT infrastructure and update our website
- Become more environmentally friendly;



Funders and Partners

We would not be able to provide the support and influence policy change without our funders, supporters, members and volunteers. We would like to thank you all for your time and on-going support throughout this year.

In 2018-19 our work benefitted from funding relationships with:

- Big Lottery Fund Reaching Communities
- City Bridge Trust
- Awards for All
- Trust for London
- EU Funding (REACT)
- Esmée Fairbairn / Barrow Cadbury Trust
- The Tudor Trust
- BBC Children in Need
- Lankelly Chase



***Board members,
staff and
volunteers***

Board members, staff and volunteers

Staff and volunteers

- Chief Executive: Andy Gregg
- Finance Manager: Evis Bodlli
- Office Manager: Saifur Valli
- Communications Project Officer: Lee Pinkerton
- Project Officer: Poornima Karunacadacharan
- Part-Time Policy Officer: Kimberly McIntosh
- Youth Project Development Officer: Muna Hassan
- Interim CORE Development Officer: Saqib Deshmukh (Nov. 19 - Dec 19)
- CORE Development Officer: Karun Maudgil (joined Jan 20)
- Education Policy Research Officer: Eleanor Stokes

Board members

- Ali Ahmed (Chair)
- Gifford Sutherland
- Gurpreet Virdee (Treasurer)
- Dr Karim Murji
- Lorraine Dongo
- Maurice McLeod (Vice-Chair)

Staff and Volunteers who left during the year

- Part-Time Project Manager: Laurie Lijnders (until July 19)
- Part-Time Project Manager: Selam Kidane (until Dec. 19)
- Project Officer: Ayah Omar (until May 19)
- Mariam Rechchad (Volunteer)
- Amana Qureshi (Volunteer)
- Tahira Bakhtiari (Volunteer)
- Nausheen Khan (Volunteer)
- Pranav Ramesh (Volunteer)
- Marso Abdi (Volunteer)
- Anabel Claro (Volunteer)
- Abi Junaid (Volunteer)
- Sasha Mckoy (Volunteer)
- Eva Parkes (Volunteer)

Summary of year end position

The purpose of these pages is to provide a summary of the charity's year end position and income and expenditure for the period stated. This summary is derived from the audited annual accounts, and is not a full representation. This report may not be sufficient to give a full understanding of the charity's finances.

A full copy of the annual accounts and Independent Examiner's report can be obtained from Race on the Agenda (ROTA), Resource for London, 356 Holloway Road, London N7 6PA.

Summary of Year End Position - Balance sheet

as at 31 March 2019

	2019		2018	
	£	£	£	£
Fixed assets				
Tangible assets		126		253
Total fixed assets		126		253
Current assets				
Debtors	2,034		24,851	
Cash at bank and in hand	149,537		138,959	
Total current assets	151,571		163,811	
Creditors: amounts falling due within one year	(26,460)		(31,892)	
Net current assets/(liabilities)		125,111		131,918
Total assets less current liabilities		125,237		132,171
Net assets		125,237		132,171
The funds of the charity:				
Restricted funds		48,248		51,440
Unrestricted funds:				
General fund	76,988		80,731	
Total unrestricted funds		76,988		80,731
Total charity funds		125,237		132,171

***Summary of
income and
expenditure***

Summary of Income and Expenditure
for the year ended
31 March 2019

	<u>Year ended 31 March 2019</u>			<u>Year ended 31 March 2018</u>		
	<u>Restricted Funds</u>	<u>Unrestricted Funds</u>	<u>Total</u>	<u>Restricted Funds</u>	<u>Unrestricted Funds</u>	<u>Total</u>
	£	£	£	£	£	£
Income from:						
Donations and legacies		1,712	1,712	-	1,219	1,219
Income from charitable activities:						
Voluntary income	285,352	-	285,352	303,059	-	303,059
Income from other activities:						
Fees and sundry	19,197	2,750	21,947	7,500	6,698	14,198
Investment income	-			-	-	-
Total Income	£304,549	£4,462	£309,011	£310,559	£7,917	£318,476
Expenditure on:						
Raising funds	8,342	3,247	11,583	-	-	-
Charitable activities	299,399	4,957	304,356	267,721	1,676	269,397
Total Expenditure	£307,741	£8,204	£315,945	£267,721	£1,676	£269,397
Net income / (expenditure) and net movement of funds for the year	(3,192)	(3,742)	(6,934)	42,839	6,241	49,080
Reconciliation of funds						
Total funds brought forward	51,440	80,731	132,171	8,602	74,490	83,092
Total funds carried forward	£48,248	£76,988	£125,237	£51,440	£80,731	£132,171
	=====	=====	=====	=====	=====	=====

These financial statements, which have been prepared in accordance with the special provisions relating to the small companies regime within Part 15 of the Companies Act 2006 (effective January 2015), were approved by the board on 22nd October 2019 and signed on its behalf by Ali Ahmed, ROTA Chair and Gurpreet Virdee, ROTA Treasurer.

Registered Company number 3425664.



John Smith
John Smith

John Smith

John Smith

John Smith
Pilot Girls School (Trafford)

David Traxwell
Commissioning Support for
London

Liz St Clair
Conservative Women's Party

Jonathan Tay
Southwest (Green)

John Smith
A.S.37

Helena Soteriou

John Smith
A.S.37

Gifford Sutherland
Foundation 4 Life

Katy Sheppard
Carnegie 4

Carolyn Sullivan
Home Office

Isabel Wallace Smartt

Katy Taylor

Jackie Stevenson
Suffolkshire & West Midlands
Probation Trust

Mike Taylor
SOS Prevention and Forensics

Join us

If you're interested in being more involved in ROTA's work, why not think about becoming a member? You'll have a chance to take part in our work and help make a real difference to Black, Asian and minority ethnic (BAME) communities. Find out more by emailing **saifur@rota.org.uk** or visit our membership page at **www.rota.org.uk/rotamembership**



Resource for London

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London N7 6PA

Tel: 020 7697 4093

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