



Annual Report 2011 - 2012

rota
Race on the Agenda



c/o Voluntary Sector Centre
International Press Centre
76 Shoe Lane
London EC4A 3JB
Tel: 020 7842 8533

email: rota@rota.org.uk

web: www.rota.org.uk

twitter: [@raceontheagenda](https://twitter.com/raceontheagenda)

facebook: facebook.com/ROTA.org

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Company limited by guarantee No. 3425664

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***A message from
our Patrons***

A message from our Patron, Lord Adebowale CBE

"I'm pleased to have this opportunity to congratulate ROTA on another successful year of policy and voice. I have been ROTA's Patron since 2008 and have seen the organisation go from strength to strength.

I have had the pleasure of meeting some wonderful ROTA members at the Shaping the future: Race and racism in 21st century Britain seminar series, launched at the House of Lords in November 2011 which coincided with the retrial into the murder of Stephen Lawrence. Our activities are a true testament of the hard work of staff, supporters and

frontline organisations during this year of reform and change.

"I look forward to supporting ROTA in 2012-13."



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 problems and learning disabilities.

A message from our Patron, Dr Richard Stone OBE



I am so proud to be patron of an anti-racist organisation which is probably the only one of its kind in Britain. ROTA is a grassroots membership

organisation which also does academic research as good as any other.

I was fortunate to attend two of ROTA's 'Shaping the Future' seminars in London. I learned a lot about 'Race and racism in 21st-century Britain' from the community activists present. ROTA learned even more than I did, because it is doing academic analysis of the ideas. I look forward to learning from the report when it comes out later in the year. We are fortunate to have such a committed and thoughtful team, led by the

imaginative Elizabeth Henry. I will continue contributing in any way I can.

These are dark times for us. When equalities are addressed in the media or government, it is only about the gap between women and men in pay and prospects, or the gap between the poor and the very rich. Racism is (largely) Off The Agenda: ROTA?

I am thrilled that there are now two women Chief Constables: not before time. But police from black, Asian, or other minority ethnic backgrounds are not even where they were five years ago. By the end of this year there may be one black officer who has got through the bottle neck to Commander. Sadly he will be lonely since the four or five at chief officer level five years ago will have all retired.

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

About ROTA

ROTA is a social policy research organisation that focuses on issues impacting on Black, Asian and minority ethnic (BAME) communities. Our policy priorities are health, education and criminal justice.

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.

Our strategic objectives help to determine the focus and desired outcomes of all ROTA's project activities and outputs. ROTA will:

- Provide evidence-based policy development focusing on race equality for BAME groups in the UK
- Give voice to and representation for issues affecting BAME communities and the voluntary and community sector that serves them.

- 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
- 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
- Work with government and other bodies (locally, regionally and nationally) to ensure that BAME and equality issues and interests are represented and heard
- 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
- Broker relationships between policy makers and BAME communities and their sector, and help build capability and partnerships among different agencies and across sectors

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

Despite challenging economic times faced by organisations across all sectors, with substantial reductions in funding, ROTA continues to deliver a variety of projects that seek to put race equality at the centre of policy making and ensure that issues affecting BAME communities are responded to in a meaningful way.

We deliver well researched policy analyses with practical applications, our evidence based approach means that we continuously strive to identify innovative approaches to deliver robust projects.

ROTA developed new partnerships and built on existing , to successfully deliver new projects. This included a successful series of community events exploring the topic of '*Shaping the Future: Race and racism in 21st century Britain*'. These events saw over 300 representatives of the BAME voluntary and community sector, policy makers, practitioners and general public to consider where we are now in terms of race equality and what we now need to do to progress. The findings of these events form ROTA's future policy work.

We continue to provide regular briefings to London's BAME sector about policy developments relating to education, including the Mayor of London's Education Inquiry. We also monitor developments in the government's free schools

initiative, particularly in terms of how well it is benefiting BAME communities that have historically been disadvantaged in education.

In the latter part of 2011, ROTA worked with partners to pilot and roll out Equality Act training, with over 80 organisations across six London boroughs benefiting. The training proved to be highly successful and those attended were able to use knowledge gained to influence decisions locally.

Our Heritage Lottery Funded project, "Through the Generations: Tamil Oral History Project", gained a significant amount of momentum including a large scale event celebrating Tamil Harvest Festival.

On behalf of the ROTA Board of Trustees, I would like to take this opportunity to thank all staff and volunteers for their hard work, dedication and commitment they have shown to ROTA to the on-going drive to achieving equality of opportunity for all.

I would also like to thank our patrons: Lord Adebawale and Dr Stone, funders, members and Trustees, for their tireless support in this difficult but successful year.

Ali Ahmed—Chair



Chief Executive's report

Chief Executive's report

For any who thought that this year would see the beginning of the end of the recession that was resolutely proven wrong. Austerity, cuts and welfare reform have dug deeper and an already beleaguered BAME voluntary sector is struggling to meet increasing demands. Add to this the inclusion of the Equality Act 2010 on the government's (get rid of) red tape challenge website and the picture looks very bleak.

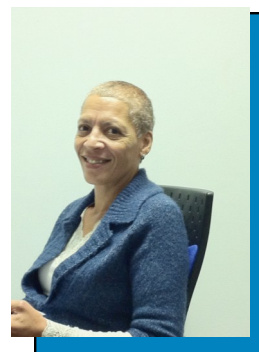
Inequalities in education, health and criminal justice persist and in fact seem to be widening and many disadvantaged groups do not have the necessary resources to effectively tackle the blight on their lives and future outcomes.

ROTA is a social policy and action research organisation with almost 30 years experience in addressing issues which impact on BAME communities in London and nationally. We consult widely with those with direct experience of inequality and disadvantage and we respond by working on the policy priority areas that our consultations demonstrate are of greatest concern. Education, health and criminal justice have been consistently identified as the most serious policy issues for BAME communities. We have consulted not only with London's BAME infrastructure organisations but with over 350 frontline

organisations. We have done this via our events, training, social research (telephone interviews and questionnaires) and feedback via email and the organisations

website. We have also developed and launched a new website and increased our access through social media via twitter and facebook accounts. Through our extensive database we circulate more than 3,500 email updates and newsletters.

Our events bring the statutory sector, voluntary sector and individuals from local communities together. The aim is that through sharing experiences and understanding more effective solutions will be identified. This was no more apparent than in the consultation event related to criminal justice and mental health. Many of the attendants were frontline organisations who work with service users; they described issues such as their members with mental ill health feeling isolated and victimised by the criminal justice system. The event allowed a dialogue with police, practitioners and magistrates about possible solutions for the future.



Continued >>

The mental health and criminal justice event has led to the development of a mental health project which will enable mental health service users to take an active role in their plan of care. It will also lead to the development of a best practice toolkit and an evaluation report. This work is to be funded by Big Lottery Fund -Reaching Communities. From its desk research ROTA has developed a policy briefing on criminal justice and mental health and public authority obligations under the Public Sector Equality Duty.

Our Free Schools Monitoring Project is finding that those from communities that have faced the greatest educational inequalities in the past, who are proposing free schools in London, are facing so far, insurmountable barriers to success. The most significant barriers seem to be linked to access to financial resource, up to a level playing field within this initiative. Additionally, it appears that more support is needed from the Department for Education to enable successful free schools to ensure inclusivity in service delivery and compliance with the Equality Act 2010. The Canary Wharf Free School highlights the risks. It was reported last year that only two per cent of the pupils this school took in on opening in September 2011 take free school meals, compared to an average of 48 per cent for all school children in the borough in which it is based.

Our Free Schools Monitoring report is due out later this year.

In November 2011 ROTA launched our Shaping the Future: Race and Racism in the 21st Century seminar series. The launch was timed to coincide with the trial of two suspects charged with the April 1993 racist murder of Stephen Lawrence. Both of the accused were found guilty of Stephen's murder and have subsequently been sentenced to the maximum prison terms allowed. The launch was held at the House of Lord's followed by four additional events in local London boroughs.

ROTA launched a campaign to inform and mobilise as many people as possible to respond to the Equality Act '10 red tape challenge. Of all of the legislation on the site the Equality Act received the most attention with more than 90% of respondees stating that it was positive and useful legislation and that it should be left intact.

As a result of a successful partnership bid to the Heritage Lottery Fund, ROTA is working with the Tamil Community Centre on the Tamil Heritage Project. This project will realise the first recorded history of Tamil people in the UK. This dynamic project has engaged Tamil community members of all ages in sharing and recording their culture and history.

Currently ROTA is represented on over 40 policy bodies and we have produced a number of reports on a range of relevant issues under the policy priorities of the organisation.

We have produced a report on the findings of the criminal justice and mental health events and briefing, a report and online toolkit on holding public authorities to account, briefing on Education and research on the impact of free schools on BAME children and young people and we are finalising a report on the feedback from the Shaping the Future: Race and racism in 21st Century seminar series. All of the reports identify future policy priorities.

ROTA has completed the Supplement entitled Trust and Confidence in the Criminal Justice System and a further Supplement in the summer of 2011 on the BAME Women's Sector, focusing on the challenges they face in the current financial environment and why this sector is so important. Also in the summer of 2011 ROTA produced an Agenda on the impact of government changes in policy entitled 'Change: For the better?' which outlined the impact on BAME communities and subsequent challenges for these groups. ROTA has completed two further publications 'Holding Public Authorities to Account' and an Agenda on Education. 'Holding Public Authorities to Account' focuses on

the Equality Act 2010 and the Child Poverty Act 2010.

Our plans in the coming year are to continue to give voice, represent and inform. BAME communities have a right to expect race equality in all areas of policy and action. ROTA will continue working with communities, the voluntary and statutory sectors in developing solutions that will achieve fair outcomes for all

Dr Elizabeth Henry - Chief Executive

ROTA's services

ROTA's services

ROTA is one of Britain's leading experts on race equality, focusing on issues that affect Black, Asian and minority ethnic (BAME) communities. Originally set up in 1984, ROTA aims to increase the capacity of BAME organisations and strengthen the voice of BAME communities through increased civic engagement and participation in society.

“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 remains focused on its charitable mission. ROTA provides a unique combination of frontline support and infrastructure services to all BAME organisations and BAME people paying particular attention to those who tend to be marginalised or excluded.

ROTA's services in 2011 - 2012 can be grouped under three categories:

- a. **Policy Development, Voice and Representation** of issues affecting Britain's BAME communities by 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 in-house publications, launch of new website, external papers, media representation, holding events, attending and speaking at external events, campaigning and by providing specialised support, consultancy and advice;
- c. **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.

During the year, ROTA's work was supported by 18 volunteers who committed total of 1,413 hours.

*Work carried
out in 2011/12*

Work carried out in 2011/12

2011-12 was a successful year for ROTA. With the commitment of our staff team, members and funders, we exceeded our set targets. ROTA also moved offices in June 2011 and have developed and launched a new website for the organisation.

Policy development, voice and representation:

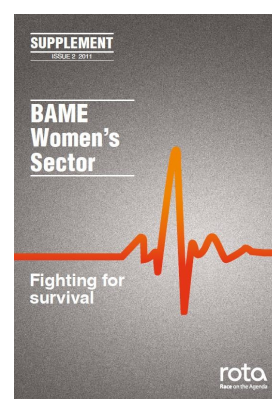
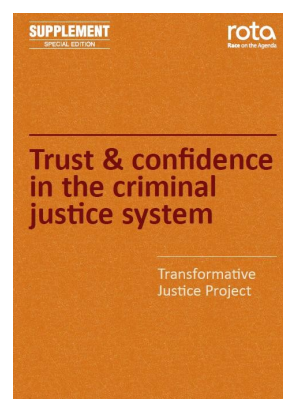
In 2011-12, ROTA staff sat on 43 different policy and decision making bodies, covering a wide range of issues including but not limited to: equalities legislation (Government Equalities Office, Senior Stakeholders Group), criminal justice (e.g. Ending Gang and Youth Violence Advisory Group), cross-equalities (e.g. Equality and Diversity Forum), community empowerment (e.g. BAME VCS Coalition) and volunteering (e.g. ChangeUp volunteering subgroup). 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 8 consultation documents and met face to face with over 150 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.

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, public services and funders. Since we believe in evidence-base policy, we engaged in campaigns only when appropriate. We disseminated information and increased awareness of issues affecting BAME communities and other equality groups through:

In-house publications: These consisted of 2 Agendas, 2 new Supplements,





Shaping the future: Race and racism in 21st century Britain
22nd November 2015, House of Lords, Committee Room 6

17.00 - 17.45
17.45 - 17.55
17.55 - 18.05
18.05 - 18.45

Registration and arrival
Introduction by
Lord (Lord)

Welcoming
Lord (Lord)

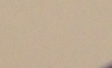
Panel presentation
(for discussion)

Chairperson
Moderator

Q&A session
Chairperson

Final discussion and audience
Chairperson

18.45 - 19.00
19.00



3 Policy Briefings translating current policy and legislation into third sector language, online library and 5 policy e-newsletters.

The Transformative Justice Project produced 1 e-newsletters disseminating information on training, funding and partnership opportunities for organisations working with individuals that are highly victimised.

ROTA events: In addition to our annual conference and AGM, we held 32 policy events covering the most current issues affecting BAME communities including consultation seminars, focus groups and lectures.

In November ROTA launched a seminar series at the House of Lords, to coincide with the retrial into the racist murder of Stephen Lawrence. A number of seminars followed in various London Boroughs. These seminar series were delivered in partnership with Camden BME Alliance, Hackney CVS, Islington BME Forum, The Selby Centre Tottenham, Tower Hamlets CVS and Osmani Trust. Each seminar began with a range of experts presenting their views on what needs to be done to progress race equality in key areas relevant to BAME children, young people and their families. Seminar Chairs facilitated solutions-focused discussions with panelists and

participants, including representatives of the BAME voluntary, community and statutory sectors with roles and responsibilities relating to children and young people.

Consultancy and advice: As an expert on race equality and equality, ROTA bid for consultancy contracts and 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.

External events: ROTA staff attended 83 external events and spoke at an additional 40 conferences, seminars and lectures.

Media representation and campaigning: ROTA's work is evidence based and supported by our research and networking activities and programmes. During the year we appeared on BBC News, BBC News London, Channel 4, The Guardian, and on various local radio stations.

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. In 2011-12, we delivered the following training:

- i. Equalities training: Training aimed to increase the capacity of BAME/VCS organisations in applying and responding to current equality legislation.
- ii. Introduction to Oral History and Social Research Methods: Training to prepare 15 young volunteers to deliver the oral history interviews



*Future work
and funders*

Future work and funders

Subject to satisfactory funding arrangement, ROTA will continue delivering its charitable objectives. 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 establish ROTA as an independent research and social policy charity which focuses on the issues facing Black, Asian and ethnic minority (BAME) communities
- Initiate the Reaching Communities Project on Mental Health;
- Develop work with young people based on the outcomes of the seminars Shaping the Future: Race and racism in 21st Century;
- Further develop training on Holding Public Authorities to Account;
- Develop Equality Assessment Framework and related training;
- Complete Through the Generations Tamil Oral History Project book and film;
- Continue our Female Voice In Violence (FVV) programme: Develop action projects to increase understanding of and responses to girls and women affected by gang associated violence. Continue to host the FVV Coalition group of statutory, voluntary and community sector members;
- Introduce new training on race equality and equality;

- Produce 10 policy e-newsletter;
- Continue producing publications;
- Produce 3 policy briefings on key issues affecting BAME organisations and communities;
- Hold 12 events on key policy issues;
- Contribute to external publications, speak at 20 external events and sit on at least 25 decision making bodies;
- Consult with the BAME sector on health, education and criminal justice and from the consultation develop policy responses and projects.

Internally we will:

- Increase our membership;
- Complete development of our database to give us easier access to our membership;
- Develop a new business plan;
- Update our Policies and Procedures (Handbook) and employment contracts;
- Improve our IT infrastructure;
- Become more environmentally friendly.



Health
Children &
learning
m, others
e
me And

W. Adam

Simon Fulford

Dr Graham Durcan

Ewan MacKenzie

Funders

In 2011-12 our work benefitted from funding relationships with:

- Big Lottery Fund
- London Councils
- Heritage Lottery Fund
- Communities and Local Government



*Board and
staff members*

Board and staff members

Current staff and volunteers

- CEO: Dr Elizabeth Henry
- Head of Policy: Rahana Mohammed
- Project Officer: Ryan Mahan
- Project Officer: Poornima Karunacada-charan
- Finance Manager: Evis Bodlli
- Senior Policy Officer: Barbara Nea
- Senior Policy Officer: Anthony Salla
- Office Administrator: Saifur Valli
- Eleanor Stokes (Volunteer)
- Jacob Whittingham (Volunteer)
- Ruhana Begum (Volunteer)
- Emma Rees (Volunteer)
- Mohand Nour (Volunteer)
- Manuel Casertano (Volunteer)

Staff and Volunteers who left during the year

- Communications Manager: Ryan Mahan
- Athan Nwogu (Volunteer)
- Elizabeth Frimpong (Volunteer)
- Elizabeth Walker (Volunteer)
- Fahmida Sultana (Volunteer)
- Billy Wong (Volunteer)
- Eliana Ferreira (Volunteer)
- Dawn Joseph (Volunteer)
- Jessica Hazelwood (Volunteer)
- Ayesha Carmouche (Volunteer)
- Sarah Wilkinson (Volunteer)
- Tessa Horvarth (Volunteer)

- Nzinga Cotton (Volunteer)
- Naakwarley Quarthey (Volunteer)

Current Board members

- Ali Ahmed (Chair)
- Gifford Sutherland (Vice Chair)
- Patricia Lamour (Treasurer)
- Dr Tele Amuludun
- Dr William Bradley Ackah
- Lina Parmar
- Lorraine Dongo
- Rosita Caspersz
- Verna Brandford
- Junior Shabazz

Board members who left during the year

- Ibidun Fakoya
- Kemi Downer
- Katie Aston

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 auditor's report can be obtained from Race on the Agenda (ROTA), c/o Voluntary Sector Centre, International Press Centre, 76 Shoe Lane, London EC4A 3JB.

Summary of Year End Position
as at 31 March 2012

	2012		2011	
	£	£	£	£
Fixed assets				
Tangible assets		2,977		6,716
Total fixed assets		<u>2,977</u>		<u>6,716</u>
Current assets				
Debtors	11,662		17,945	
Cash at bank and in hand	216,641		191,346	
Total current assets	228,303		209,291	
Creditors: amounts falling due within one year	<u>(11,830)</u>		<u>(16,270)</u>	
Net current assets/(liabilities)		216,473		193,021
Total assets less current liabilities		<u>219,450</u>		<u>199,737</u>
Net assets		<u>219,450</u>		<u>199,737</u>
The funds of the charity:				
Restricted funds		43,337		32,554
Unrestricted funds:				
General fund	<u>176,113</u>		<u>167,183</u>	
Total unrestricted funds		176,113		167,183
Total charity funds		<u>219,450</u>		<u>199,737</u>

Summary of

income and expenditure

Summary of Income and Expenditure

for the year ended

31 March 2012

	Restricted Funds £	Unrestricted Funds £	Total Funds 2012 £	Total Funds 2011 £
Incoming resources				
Incoming resources from generated funds:				
Voluntary income	335,387	2,550	337,937	526,616
Activities for generating funds		1,026	1,026	
Investment income		422	422	581
Incoming resources from charitable activities	-	4,400	4,400	6,305
Other incoming resources		7,095	7,095	1,363
Total incoming resources	<u>335,387</u>	<u>15,493</u>	<u>350,880</u>	<u>534,865</u>
Resources expended				
Costs of generating funds	6,344	-	6,344	5,205
Charitable activities	312,399	6,563	318,962	586,483
Governance costs	5,861	-	5,861	10,443
Other resources expended			-	
Total resources expended	<u>324,604</u>	<u>6,563</u>	<u>331,167</u>	<u>602,130</u>
Net incoming/outgoing resources before transfers	10,783	8,930	19,713	(67,265)
Transfers between funds	-	-	-	-
Net movement in funds	10,783	8,930	19,713	(67,265)
Reconciliation of funds				
Total funds brought forward	<u>32,554</u>	<u>167,183</u>	<u>199,737</u>	<u>267,002</u>
Total funds carried forward	43,337	176,113	219,450	199,737

The Financial Statements were approved by the Board on 17th July 2012 and signed on its behalf by Ali Ahmed, Chair and Trustee.



John Wilson
Huddersfield

John Stone

Mini Auer-Taylor

Joe Stones
Pilton Girls School (Trafford)

David Traxwell
Commissioning Support for
London

Liz St Clair
Conservative Women's Party

Jonathan Tay
Southwest (Green)

John Smith
A.S.T.

Helena Soteriou

James Sturges
A.S.T.

Gifford Sutherland
Foundation 4 Life

Katy Sheppard
Gamel 4

Carolyn Sullivan
Home Office

Isobel 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



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