



Annual Report 2012 - 2013



rota
Race on the Agenda



Race on the Agenda

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Registered Charity No. 1064975

Company limited by guarantee No. 3425664

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***A message from
our patrons***

A message from our Patron, Lord Adebowale CBE



"I would like to congratulate Race on the Agenda (ROTA) yet again for another successful year of policy and voice during the difficult times in the sector. I

have been involved with ROTA as a Patron since 2008 and have seen the organisation go from strength to strength.

I have had the pleasure of meeting

regularly with ROTA's CEO discussing ideas and ways in which ROTA can contribute policy work to the BAME communities.

ROTA's activities are a true testament of the hard work of all the staff, supporters and frontline organisations during this year of reform and change. "I look forward to working supporting ROTA in 2013-14."

Lord Adebowale CBE is Chief Executive of Turning Point, UK's leading social care organisation.

A message from our Patron, Dr Richard Stone OBE

People have begun asking me why I "still pursue the agenda of the Stephen Lawrence Inquiry when it's 14 years since it was over!" For me, every one of those years there has been increasing awareness of the extent to which the agenda set by the recommendations of the Inquiry has been systematically undermined.

Top level police officers and senior Home Office officials have time and again seemed unable to move out of their institutional denial, even when offered pretty obvious business cases for going straight in to full implementation of the Recommendations of the Stephen Lawrence Inquiry. I put most of the manoeuvres used to bolster denial, into a book called 'Hidden stories of the Stephen Lawrence Inquiry', published by Policy Press in March 2013, available at www.hiddenstories.co.uk.

A few years ago, I resigned from all 'my'

committees and charities and decided to hand over all worth-while of my initiatives to the next generation. My one exception ROTA. I like the stance of ROTA, promoting equality with an active and large community of members. The ROTA team, in particular Saifur Valli, have been lumbered with fielding requests from people who want to contact me. My friends at ROTA have been kind and helpful, for which I am very grateful. With 'Hidden Stories' behind me, I hope in the coming year I can reciprocate the support given to me by ROTA, and be more active in bringing my cynicism; my more positive notions; and my personal contacts to add to ROTA's plans for the next few years.

Dr Richard Stone OBE, author of The Hidden Stories of the Stephen Lawrence Inquiry: Personal reflections.



***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

On behalf of the ROTA Board of Trustees, let me start by thanking all of the staff and volunteers for their hard work, dedication and commitment they have shown to ROTA and the on-going drive to achieving equality of opportunity for all.

2012/13 has been a very successful year, despite funding cuts which has affected the majority of the voluntary sector.

ROTA consulted with over 20% of London BAME community included infrastructure and frontline organisations, via events, training and online feedback. ROTA has also conducted desk research and one-to-one interviews on the impact of discrimination within the education system and linked this to how young people could hold schools to account using the Equality Act. Other desk research completed has been the Free School Monitoring Project, which examined the impact of the programme on BAME communities and how the implementation of the programme could be improved to be more inclusive of BAME communities.

In September, ROTA started the 'Healthy, Mobilised and BAME' project in partnership with Equals CIC, HelpLink and Tamil Community Centre, a three year project funded by the Big Lottery Fund (Reaching Communities) and aims

to increase the capability of BAME communities to improve their mental health and well-being, by being actively engaged in defining and meeting their needs and to develop sustainable improvements in the ways that mental health services understand and relate to BAME users.

We have trained over 100 voluntary and community sector organisations on the Equality Act 2010 since September 2012. This has included supporting them to hold public authorities to account under the Public Sector Equality Duty of the Act.

ROTA produced a number of publications in relation to its work, including research reports, policy briefings and e-bulletins.

Our membership has increased and is increasing every day. This year in 12/13 our membership increased by 20% with 139 new members joining this year. I like would to take this opportunity to thank all ROTA members, stakeholders, volunteers, funders, staff and trustees for their continued support and helping us to get 'Race' firmly back on agenda.

Ali Ahmed - Chair



Chief executive's report

Chief Executive's report

I am hugely pleased and proud to take up the post as Chief Executive at ROTA. I follow in the footsteps of Elizabeth Henry, who not only kept Race on the Agenda but also helped put ROTA back on the map. We wish her well in her new post at the Church of England.

As a small strategic and policy organisation we focus on challenging race equality in London and beyond. Our work has national implications and is led and directed by our membership of organisations and individuals concerned about issues of race and their impact on policy, legislation, service delivery and inclusion. Membership of ROTA is free to individuals and organisations and you can join on line. Please join and help us develop new approaches to putting race on the agenda.

Equalities are currently under serious attack from the Coalition Government. The Public Sector Equalities Duties are being questioned even though they were only introduced in 2010. Action on equalities is now seen as being about "over-regulation" and "tick boxing" rather than as a tool that helps public bodies deliver their services fairly and equitably – thus benefiting the whole community. Following the Stephen Lawrence Inquiry, the notion that public bodies should consider the equalities implications of all their decisions, work to eliminate institutional discrimination at all levels and foster good relations between different groups of people became commonplace. If we do not

defend the duties laid out in the Equalities Act we are in danger of returning to the kind of country

we were in the 1980s and 1990s before the Inquiry. We must not allow the Government to turn back the progress that Britain has made in establishing legislation to overcome institutional racism and other forms of discrimination.

2012-2013 was a year of great change for ROTA. The effects of austerity and cuts was starting to show in ROTA's ability to secure funding and in December we had to make some difficult decisions to down size and invest our reserves in a restructuring so as to ensure sustainability for the organisation. Despite these constraints ROTA achieved a huge amount in 2012-13 and details of these achievements follow in this annual report.

I would like to thank the staff, board of trustees and our volunteers for continuing to produce such high quality work in such a difficult environment. We also would like to thank our funders, members and supporters who have made this possible.

Andy Gregg - Chief Executive



ROTA's
services

ROTA's services

“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)”

In particular, 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.

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.

ROTA's services in 2012 - 2013 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. **Networking for London's third sector** by hosting events, training and representation on boards with partner organisations and frontline organisations;
- d. **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 7 volunteers who committed total of 510 hours.

***Work carried out
in 2012/13***

Work carried out in 2012/13

2012-13 was a year of consolidation for ROTA. With the commitment of our staff and volunteers, ROTA members and funders, we exceeded our set targets as well as developing new projects and carrying out a full review of the ROTA Strategic Plan.

ROTA moved offices in December 2012 into Resource for London. This building is owned by Trust for London and managed by Ethical Property Company. The rent is significantly cheaper and there are a number of other charities who are also tenants with whom we already work closely with or with whom there are strong possibilities for collaboration and partnership in the future.

Achievements and Performance

Policy development, voice and representation:

In 2012-13, ROTA staff sat on 40 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), regional governance (e.g. London Regional Consortium), criminal justice (e.g. Ending Gang and Youth Violence Advisory Group), cross-

equalities (e.g. Equality and Diversity Forum), community empowerment (e.g. London Empowerment Partnership), health inequalities (e.g. the Mental Health Trust Recovery Group) and developing BAME strategic policy (e.g. BAME VCS Coalition). 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 4 consultation documents and met face to face with over 120 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.

We held a successful series of seminars called Shaping the Future looking at the legacy of the Stephen Lawrence enquiry and its affects on young people and education. These were held in Tower Hamlets, Hackney, Islington, Haringey and Southwark.

ROTA developed and improved its website and developed a strong presence on twitter and facebook.

During the year ROTA had a number of discussions with organisations with similar aims about the potential for merger. At the end these discussions, it was decided that ROTA should continue as a stand alone organisation working in close partnership with groups like Runnymede and BTEG.

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-based policy, we engaged in campaigns only when appropriate. We disseminated information and increased awareness of issues affecting BAME communities and other equality groups through:

- **ROTA events:** In addition to our annual conference and AGM, we held 10 policy events covering the most current issues affecting BAME communities including consultation seminars, focus groups and lectures.
- **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 80 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, Channel 4, The Guardian, and on various local radio stations.
- **In-house publications:** These consisted of 1 'Agenda', 2 Policy and Research Briefings translating current policy and legislation into third sector language, online library and 5 policy e-newsletters.





- **Tamil Oral History Project:** ROTA completed its Tamil Oral History Project by successfully developing and producing a micro-site and project book, hosting a range of events, production of a documentary film and social media. The project was supported by the Heritage Lottery Fund.

Networking for London's Third Sector

In March 2011, funding for MiNet that was administered by Capacitybuilders for the Office of Civil Society came to an end. This brought a conclusion to all funding to support regional generic and BAME specific policy networks. Despite different funding applications being submitted it was not possible to secure further funds to facilitate MiNet.

ROTA continued to coordinate several MiNet meetings during the 2012-13 financial year including meetings with the GLA and Labour MPs. Due to resourcing restrictions, after a decade of a mutually beneficial arrangement involving ROTA being the host and accountable body of MiNet, it was decided that ROTA would no longer be able to maintain MiNet.

During 2012-13 MiNet subscribers were offered the opportunity to become full ROTA members.

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 2012-13, we delivered the following training:

- **Equalities training:** Training aimed to increase the capacity of BAME/VCS organisations in applying and responding to current equality legislation. This included training to BAME young people on holding to account public authorities within education.

Voluntary Action Islington
A best practice guide for
voluntary action and young people

The Equality Duty: How can we use it to engage with and influence schools?



Friday 2

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***Future work
and funders***

Future work and funders

Subject to satisfactory funding arrangements, 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. We will also 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;
- Continue 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';
- Develop training on Holding Public Authorities to Account;
- Examine the impact of social policy changes and the poverty of young people in the Capital;
- Support the Female Voice In Violence coalition group of statutory, voluntary and community sector members to focus on girls and women affected by gang violence;
- Introduce new training on race equality and equality;
- Develop a regular blog and increase

facebook and twitter and other web presence;

- 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 fundraising/income generation strategy;
- Update our Policies and Procedures (Handbook) and employment contracts;
- Improve our IT infrastructure;
- Become more environmentally friendly.



Funders

In 2012-13 our work benefitted from funding relationships with:

- Big Lottery (BASIS)
- BLF Reaching Communities
- BLF small grant
- London Councils (service 31)
- Heritage Lottery Fund
- City Bridge Trust.



***Board and
staff members***

Board and staff members

Current staff and volunteers

- Chief Executive: Andy Gregg (from Feb. 2013)
- Senior Policy Officer: Rahana Mohammed
- Senior Policy Officer: Barbara Nea
- Project Manager: Anthony Salla
- Project Officer: Poornima Karunacadacharan
- Finance Manager: Evis Bodlli
- Office Administrator: Saifur Valli
- Eleanor Stokes (Volunteer)
- Jacob Whittingham (Volunteer)

Staff and Volunteers who left during the year

- Chief Executive: Elizabeth Henry (until Dec. 2012)
- Project Officer: Ryan Mahan
- Ruhana Begum (Volunteer)
- Emma Rees (Volunteer)
- Mohand Nour (Volunteer)
- Manuel Casertano (Volunteer)

Current Board members

- Ali Ahmed (Chair)
- Gifford Sutherland (Vice Chair)
- Lorraine Dongo (Treasurer)
- Dr Tele Amuludun
- Dr William Bradley Ackah
- Lina Parmar
- Rosita Caspersz

Board members who left during the year

- Patricia Lamour
- Verna Brandford
- Junior Shabazz

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 Resource for London, 356 Holloway Road, London N7 6PA.

Summary of Year End Position as at 31 March 2013

	2013		2012	
	£	£	£	£
Fixed assets				
Tangible assets		471		2,977
Total fixed assets		<u>471</u>		<u>2,977</u>
Current assets				
Debtors	13,585		11,662	
Cash at bank and in hand	<u>231,321</u>		<u>216,641</u>	
Total current assets	244,906		228,303	
Creditors: amounts falling due within one year	<u>(34,903)</u>		<u>(11,830)</u>	
Net current assets/(liabilities)		210,004		216,473
Total assets less current liabilities		<u>210,475</u>		<u>219,450</u>
Net assets		<u>210,475</u>		<u>219,450</u>
The funds of the charity:				
Restricted funds				
Unrestricted funds:		28,260		43,337
General fund	<u>182,215</u>		<u>176,113</u>	
Total unrestricted funds		182,215		176,113
Total charity funds		<u>210,475</u>		<u>219,450</u>

Summary of income and expenditure

Summary of Income and Expenditure

for the year ended

31 March 2013

	Restricted Funds £	Unrestricted Funds £	Total Funds 2013 £	Total Funds 2012 £
Incoming resources				
Incoming resources from generated funds:				
Voluntary income	347,876	2,521	350,397	337,937
Activities for generating funds	-	-	-	1,026
Investment income	-	425	425	422
Incoming resources from charitable activities	-	9,092	9,092	4,400
Other incoming resources	-	-	-	7,095
<i>Total incoming resources</i>	<u>347,876</u>	<u>12,038</u>	<u>359,914</u>	<u>350,880</u>
Resources expended				
Costs of generating funds	12,750	-	12,750	6,344
Charitable activities	345,375	5,936	351,311	318,962
Governance costs	4,828	-	4,828	5,861
<i>Total resources expended</i>	<u>362,953</u>	<u>5,936</u>	<u>368,889</u>	<u>331,167</u>
<i>Net incoming/outgoing resources before transfers</i>	<u>(15,077)</u>	<u>6,102</u>	<u>(8,975)</u>	<u>19,713</u>
<i>Net movement in funds</i>	<u>(15,077)</u>	<u>6,102</u>	<u>(8,975)</u>	<u>19,713</u>
Reconciliation of funds				
Total funds brought forward	43,337	176,113	219,450	199,737
<i>Total funds carried forward</i>	<u>28,260</u>	<u>182,215</u>	<u>210,475</u>	<u>219,450</u>

Shaping the Future: Getting the word for BME children and young people

ISLINGTON

FORUM

THE
ASIAN
HEALTH
AGENCY







John Wilson
Huddersfield

John Stone

Ann Ruse-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 Prevention

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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