



Annual Report 2014 - 2015

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



Race on the Agenda (ROTA) has had a very busy and challenging year this year and I am proud to have been involved in yet again another successful year. Ever

since I joined ROTA as a Patron in 2008, the organisation has continued to deliver during the difficult times in the sector and with reduced funding.

I regularly meet with ROTA's Chief Executive Andy Gregg, discussing ways in

which ROTA can contribute policy work to the BAME communities.

"It has been a pleasure working and supporting ROTA in this past year and very much look forward to supporting the team again in 2015-16."

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.

A message from our Patron, Dr Richard Stone OBE



I have been involved with ROTA, have worked closely with them for many years and have seen them achieve some great work in race equality.

I will continue support ROTA to ensure 'Race' is firmly back on the agenda, at such challenging times

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

We have worked on a number of events, more notably the 'Shaping the Future' seminars in London.

ROTA has supported me and continues to support me in pursuing the agenda of the Stephen Lawrence Inquiry.

I have resigned from all 'my' committees and charities with the exception of ROTA whom I continue to support in their promotion of equality.

***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

I am pleased to say 2014-15 was another successful year in which we achieved so much, even with a significant reduction in funding. ROTA covered a variety of work programmes under our policy priorities: Education, Criminal Justice and Health.

Our partnership and collaborative approach enabled us to continue delivering our work, despite reduced resources. Working with a wide range of organisations, enabled us to extend our reach and actively put race equality on the policy agenda.

Amongst the achievements for the period ending March 2015, we continued building on the hugely successful Equality Law Project. This project enabled participants to have stronger knowledge of equalities law and provided tools to use the law and challenged unreasonable and arbitrary decisions by public authorities.

This project also sought to influence and shape mental health policy and practice in relation to BAME communities, culminating in a conference entitled 'Shaping Mental Health Services for BAME People', held in Spring 2014, with over 70 delegates from BAME and mental health organisations that support BAME mental health service users who attended the conference.

We produced monthly Equality Law Briefings as well as online equality law resources with case law, good practice case studies, and feature articles on equalities, news & events, FAQs on the Equality Act.

We worked closely with our Patron Lord Victor Adebawale on the Talking Race project and brought together partners at roundtable discussion events.

Our Free Schools project continued and produced two further reports on Free Schools, showing that most free Schools were not meeting their obligations under the Equalities Act.

Our Membership continued to grow with a 10% increase in 2014-15

On behalf of ROTA's Board, I would like to thank our staff, volunteers/interns, our funders and our members for their continued support. Special thanks to our Head of Policy, Rahana Mohammed for her hard work and contributions to ROTA over 4 years to April 2014.



Ali Ahmed - Chair

Chief executive's report

Chief Executive's report

The year 2014/15 was a challenging one for ROTA and other race equality organisations as we struggled to ensure that race and racism were at the front of politician's considerations leading up to the 2015 General Election - at a time when immigration was being used as a political football. Attempts to address racial inequality were seldom highlighted in the news and issues of racial justice and anti discrimination were increasingly difficult to get on to the agenda whilst dog whistle politics about migrants and Muslims continued to rage in the popular press.

During the year ROTA ran a number of projects that furthered the policy priorities that had been set out in the 2013-16 Business Plan and we also developed some new areas of work in response to the issues facing BAME communities. As always ROTA sought to listen to and involve BAME communities in its work at all levels and we held a number of conferences, roundtables and consultation meetings across London.

Talking Race

During the year we worked with our Patron Lord Victor Adebawale to bring together four roundtables of prominent Black and Asian as well as a major day conference in the run up to the May 2015 election. It was commonly agreed

that we need to develop a new narrative to describe race equality and find new

approaches to challenging racism.



What about the Boys? Project

This project was funded by the Evening Standard Dispossessed Fund. We trained a number of young men as peer educators in North Westminster so that they could challenge attitudes in their own communities about sexual coercion and consent.

Healthy, Mobilised and BAME

We carried out some highly innovative work researching the mental health and the support needs of the Tamil community and other BAME communities across London and developing a variety of services to enhance the resilience of these communities. We influenced the work of a number of mental health trusts and increased the confidence of BAME people with mental health issues in securing appropriate services for themselves and their communities.

London for All

ROTA's Equalities Act training was funded

Continued >>

by London Councils and City Bridge Trust and we trained over 100 individuals and organisations in how the Public Sector Equalities Duty can be used to challenge inequitable public service delivery. The London for All partnership project with LVSC, Women's Resource Centre, LASA and REAP also promoted a number of high profile conferences, training events and seminars for London's voluntary and community sector. Our City Bridge funding allowed us to develop a number of case studies and online resources to support groups in using the Equalities Act and the Public Services Equalities Duty to challenge public service provision which did not pay due regard to equalities.

Our work on Free Schools continued to challenge this element of Government education policy. We published our third and fourth reports on Free Schools in Autumn 2014 which confirmed that equality and the implementation of equality laws are not being given sufficient consideration by Free Schools. We also concluded that Free Schools are failing to address educational disadvantage and that BAME parents proposing to set up such schools are underrepresented and under supported in the process.

We maintained our involvement in CORE (the Coalition for Race Equality) which brings together ROTA and the other

leading race equality organisations to seek to maximise our ability to influence policy and coordinate responses to race equality issues. Key areas of legislation that ROTA concentrated on included the Immigration Bill, the Gagging Act (the Transparency of Lobbying, Non-Party Campaigning and Trade Union Administration Act 2014), as well as other areas where race discrimination is still prevalent.

We ensured that ROTA's work maintained a European dimension through our involvement in the PRISM transnational partnership that researched and campaigned against on line race hate crimes alongside partner organisations in Italy, France, Spain and Rumania.

Our continued funding from Trust for London was important in supporting ROTA's core by funding our Chief Executive post to carry out strategic race equality work in London. We were also grateful for an Awards for All grant that allowed us to carry out a variety of consultation meetings.

ROTA has been able to influence policy and to campaign widely by being represented on a variety of other networks and organisations. These include CORE, HEAR (London's Pan Equalities Network) the Equality and Diversity Forum, Bradley Report Group, UK Race Equality Network, Movement

Against Xenophobia, London Funders, British Futures, NAVCA, IPPR, Migrants Rights Network and a number of others.

ROTA's work could not take place without a highly effective small staff team aided by a number of high calibre volunteers. During the year we had to downsize and make one of our Senior Policy posts redundant. We were therefore very sorry to lose Rahana Mohammed who had made a huge contribution to the work of ROTA over nearly five years of service. Our trustee board continued to guide and steer the organisation effectively with regular and well attended meetings and active involvement of trustees in our Finance, Communications and Human Resources sub committees.

Thanks should also go to our funders: Trust for London, London Councils, City Bridget Trust, CHK, Evening Standard Dispossessed Fund, the European Commission, BIG Reaching Communities and Awards for All. Without them ROTA's valuable work would not have been possible.

Race equality and anti-racism campaigns are likely to face new challenges in the coming months and years. The issue of Europe and the xenophobic response to the growing migration crisis as well as increasing Islamophobia and anti-semitism will undoubtedly pose serious dangers. At the same time London is approaching a point where

there no one ethnic group will be in a majority. In some parts of London, BAME communities and those born outside the UK are already in a majority. This growing diversity is a huge opportunity as well as a serious challenge. However inequalities across different groups are continuing to grow and at every stage there is an "ethnic penalty" blocking BAME people from equal access to jobs, services and representation. Access to appropriate mental and other social and health services are still riddled with discrimination and inequality. Areas such as stop and search, policing, religious differences, sectarianism and surveillance continue to be divisive flash points. How we develop ways to live together positively and equably in this fast growing and increasingly multiracial and diverse world city will be the key issue for London in the 21st Century.

Andy Gregg
Chief Executive



A man with glasses and a dark suit is speaking at a podium. He has his hands raised in a gesturing motion. Behind him is a large red banner with the word 'rota' in white lowercase letters. Below the banner, on a white background, is text about social policy and race equality. In the foreground, a wooden table holds papers, a glass of water, and a bottle of orange juice.

rota

Race on the Agenda

...geting **social policy** for
Britain's Black and minority
ethnic communities and
promoting **race equality**
and **human rights** for all.

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)”*

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.

ROTA's services in 2014 – 2015 can be grouped under four 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 innovative research and publications, launch of new websites, 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 in particular as part of the London for All partnership (with LVSC, Women's Resource Centre, LASA and HEAR-the London network of equalities organisations) we have maximised our reach across the different networks in London 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 Equality Duty and What About the Boys? Projects.

***Work carried out
in 2013/14***

Work carried out in 2014/15

During the year, ROTA's work was supported by 12 volunteers who committed a total of over 500 hours.

ROTA projects

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.

We often seek to achieve this objectives through the delivery of specific projects that focus on particular issues or communities so as to generate information and innovation and benefits the wider sector. At any time we have a range of programmes that all fit within our policy priority areas. Through engagement and consultation with our members, it was decided that our priory policy areas for 2013-16 are:

- **Education**
- **Health**
- **Criminal Justice**

The projects we delivered in 2014-15 are briefly described as follows:

Children, Young People and Education

We completed phases 3 and 4 of our Free Schools project and launched 2 reports on free schools during the year.

Our Third report "Free Schools, Equality and Inclusion" was funded by NASUWT and was launched in Autumn 2014, followed shortly by our Forth report titled "Inclusive Schools".

Mental Health

We continued our work in West London with West London Mental Health Trust. It particular we researched the mental health and the mental health support needs of the Tamil community and also developed a number of approaches to well-being for a wider variety of communities across London. In February 2014, ROTA completed a mapping exercise looking at the mental health support needs of Tamil people in West London.

Criminal Justice

The intersection of the criminal justice system and mental health is an area of serious concern for both ROTA and BAME communities with whom we work. We are continuing to look for funding for projects operating in this area.

ROTA continues to be represented on the Bradley Report Group. The Bradley Report Group is playing a key role by working with NHS England and criminal justice agencies around mental health support for those coming into touch with the criminal justice system.

PRISM

The purpose the PRISM project is to research prevalence of online racist hate crime across a variety of social media, and to develop responses and propose solutions to the phenomenon. This European Commission funded project commenced 1st December 2014. The project will focus on online hate crime and will involve ROTA in partnership with organisations from 4 other EU member states.

Equalities Act Training

We continue with the Third year of our City Bridge Trust funding of the Public Sector Equality Duty and training was highly valued. We built up useful case studies on how the PSED can be used effectively to challenge inequitable public service delivery.

The London for All partnership within which we also deliver Equality Act training is also going well. This funding is funded by London Council and is linked to the Equality Law Project which has continued to deliver information to London CVS organisations about other support services. We delivered Equality Act 2010 training and ran a Train the Trainer event on infrastructure organisations and also facilitated events on equality issues.

Talking Race and Race on the Agenda

During the year we worked closely with our Patron Lord Victor Adebowale to organise a series of roundtable discussion titled “Talking Race”. These roundtable discussion events concluded that we need to devote more time to discussing issues of race, racism and racial justice and that far from the situation improving, in the last few years it has got worse. Racism has fallen off the agenda of government after the recession and the rise of UKIP.

Campaigning issues

We collaborated with Voice for Change England and others in a variety of campaigns especially around Stop and Search and the Movement Against Xenophobia. We were an active part of the MAX campaign against the Immigration Bill.





***Future work
and funders***

Future work and funders

Subject to satisfactory funding arrangements, ROTA will continue delivering 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 establish ROTA as an independent research and social policy charity which focuses on the issues facing Black, Asian and ethnic minority (BAME) communities;
- Develop work with young people based on the outcomes of the seminars Shaping the Future: Race and racism in 21st Century;
- Continue to develop training on Equalities and Holding Public Authorities to Account;
- Develop new training on race equality and equality;
- Continue to develop regular blogs and increase our online social media presence;
- Produce 3 policy briefings on key issues affecting BAME organisations and communities;
- Hold 5 events on key policy issues;

- Contribute to produce 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 consultations, develop policy responses and projects;

Internally we will:

- Increase our membership;
- Continue to develop our Theory of Change and improve our ability to provide evidence for our outcomes and impact;
- Develop a fundraising/income generation strategy, including crowd funding;
- Continue to update our Policies and Procedures (Handbook) and employment contracts;
- Improve our IT infrastructure
- 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 2014-15 our work benefitted from funding relationships with:

- BLF Reaching Communities
- City Bridge Trust
- London Councils (London for All)
- Awards for All
- Trust for London
- Evening Standard Dispossessed Fund
- Fundamental Rights and Citizenship Programme
- CHK Charities



LOTTERY FUNDED



Trust for London

Tackling poverty and inequality

London Evening Standard
standard.co.uk

THE DISPOSSESSED

CHK Charities Limited

London for All



lasa **rota** **LYSC** **WOMAN'S resource centre** **hear**

LONDON COUNCILS



***Board and
staff members***

Board and staff members

Current staff and volunteers

- Chief Executive: Andy Gregg
- Senior Policy Officer: Barbara Nea (until 4th September 2015)
- Finance Manager: Evis Bodlli
- Office Manager: Saifur Valli
- Project Manager: Anthony Salla (until 31st August 2015)
- Project Officer:
Poornima Karunacadacharan
- Eleanor Stokes (Volunteer)
- Sandra Atherley (Volunteer)
- Sagal Haji (Volunteer)
- Ayah Omar (Volunteer)
- Layla May (Volunteer)

Current Board members

- Ali Ahmed (Chair)
- Gifford Sutherland
- Gurpreet Virdee (Treasurer)
- Dr Karim Murji
- Lina Parmar
- Lorraine Dongo
- Maurice McLeod
- Rosita Caspersz (Vice Chair)
- Dr Tele Amuludun
- Dr William Bradley Ackah

Staff and Volunteers who left during the year

- Senior Policy Officer:
Rahana Mohammed
- Amy Eglin (Volunteer)
- Benjamin Ikwueme (Volunteer)
- Chris Ingram (Volunteer)
- Judy Wills (Volunteer)
- Maureen Greer (Volunteer)
- Rosa Hodgkin (Volunteer)
- Sheena Campbell (Volunteer)
- Vidushi Marda (Volunteer)
- Sevdia Ateshi (Volunteer)
- Rob Cole (Volunteer)

Board members who left during the year

- None

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

Summary of Year End Position - Balance sheet
as at 31 March 2015

	2015		2014	
	£	£	£	£
Fixed assets				
Tangible assets		860		1,291
Total fixed assets		<u>860</u>		<u>1,291</u>
Current assets				
Debtors	15,387		22,255	
Cash at bank and in hand	124,068		172,095	
Total current assets	<u>139,455</u>		<u>194,350</u>	
Creditors: amounts falling due within one year	<u>(40,166)</u>		<u>(71,270)</u>	
Net current assets/(liabilities)		99,289		123,080
Total assets less current liabilities		<u>100,149</u>		<u>124,371</u>
Net assets		<u>100,149</u>		<u>124,371</u>
The funds of the charity:				
Restricted funds		3,675		6,768
Unrestricted funds:				
General fund	<u>96,474</u>		<u>117,603</u>	
Total unrestricted funds		96,474		117,603
Total charity funds		<u>100,149</u>		<u>124,371</u>

Summary of income and expenditure

Summary of Income and Expenditure

for the year ended

31 March 2015

	Restricted Funds	Unrestricted Funds	Total Funds 2015	Total Funds 2014
	£	£	£	£
Incoming resources				
Incoming resources from generated funds:				
Voluntary income	257,617	-	257,617	189,546
Investment income	-	238	238	340
 Incoming resources from charitable activities	 -	 1,499	 1,499	 9,017
<i>Total incoming resources</i>	<u>257,617</u>	<u>1,737</u>	<u>259,354</u>	<u>198,903</u>
Resources expended				
Costs of generating funds	4,697	4,550	9,247	10,195
Charitable activities	255,411	14,354	269,765	269,848
Governance costs	602	3,962	4,564	4,244
<i>Total resources expended</i>	<u>260,710</u>	<u>22,866</u>	<u>283,576</u>	<u>285,007</u>
<i>Net incoming/outgoing resources before transfers</i>	<u>(3,093)</u>	<u>(21,129)</u>	<u>(24,222)</u>	<u>(86,104)</u>
	(3,093)	(21,129)	(24,222)	(86,104)
<i>Net movement in funds</i>				
 Reconciliation of funds				
Total funds brought forward	<u>6,768</u>	<u>117,603</u>	<u>124,371</u>	<u>210,475</u>
<i>Total funds carried forward</i>	<u>3,675</u>	<u>96,474</u>	<u>100,149</u>	<u>124,371</u>

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 and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), were approved by the board on 22nd Sept. 2015 and signed on its behalf by Ali Ahmed, ROTA Chair and Gurpreet Virdee, ROTA Treasurer.



Mini-Rose-Taylor

Julian Stone

John Stone
Pilton Girls School (Trafford)

David Traxwell
Commissioning Support for
London

Joe Stones
Pilton Girls School (Trafford)

Liz St Clair
Conservative Women's Party

Jonathan Tay
Southwest (Green)

John Stone
A.L.S.

Helena Soteriou

James Sturges
A.L.S.

Gifford Sutherland
Foundation 4 Life

Katy Sheppard
Quinn &

Carolyn Sullivan
Home Office

Isabel Wallace Smartt

Katy Taylor

Jackie Stevenson
Suffolkshire & West Midlands
Probation Trust

Mike Taylor
SOS Prevention and Performance

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



Race on the Agenda

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Registered Charity No. 1064975

Company limited by guarantee No. 3425664

www.rota.org.uk