



Annual Report 2015 - 2016

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 for many years now, have worked closely with them and have seen them achieve some tremendous work in race equality and engaging with the BAME sector.

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

ROTA has also 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 best way possible with their promotion of 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.

***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

Thank you for taking the time to read our Annual Report for the financial year 2015-16. I am very proud of the work we have achieved this year, even with a significant reduction in funding.

Our focus this year was to generate new income streams and explore further funding to cover a variety of work programmes under our policy priorities: Education, Criminal Justice and Health.

Our partnership and collaborative work continued, despite reduced resources.

Amongst the achievements for the period ending March 2016. The Equality Law project continued, delivering Equality Act training to organisations across London. The PRISM project, funded by the European Commission came to an end in May 2016. This involved working with partner organisations from Europe.

Two of our longest serving staff members Anthony Salla and Barbara Nea left ROTA during the year, as well as Roxana Preotescu who worked on our PRISM project.

With the reduction in funding, we moved into a smaller office within the same building.

We worked closely with our Patron Lord Victor Adebawale and delivered a large

conference which followed on from holding a number of roundtables discussion forums entitled 'Talking Race'.

As a result of these discussions, we reported on the conclusions of the roundtables as well as presenting the manifestos of The Coalition for Race Equality and Black Training and Enterprise Group with a view to influence the state of race equality.

Our Membership continues to grow year by year. This year, we had an 8.7% increase in our membership; and our online presence has also grown.

On behalf of ROTA's Board, I would like to thank all our staff, volunteers, funders and our members for their continued support. Special thanks to Anthony Salla and Barbara Nea for their hard work and contribution to ROTA over the many years of service to ROTA.



Ali Ahmed - Chair

Chief executive's report

Chief Executive's report

2015 - 16 was a difficult year for ROTA in which we had to decide to downsize due to loss of funding and, following the General Elections it became even more clear that the Government did not see race equality as a key public policy issue. This resulted in the loss of key staff and the end of a number of ROTA projects for which we were unable to get replacement funding. At one stage during the year, ROTA was down to a situation where we only had two externally facing members of staff. Nevertheless ROTA continued to provide a number of high quality projects and services, and continued our efforts to get race and racism back on the agenda. However the year ended with some improved news about new funding from City Bridge and progress on our approaches to Reaching Communities and Trust for London. The news that London Councils will discontinue its funding for capacity building under which it funds our London for All partnership also came as a blow. We are currently engaged in seeking alternative funding for the London for All partnership to enable some of this work to continue and we continue to look at how we can best collaborate with other race equality organisations to build effective alliances and even consider mergers.

As a small strategic and policy organisation, ROTA focuses on challenging race equality in London and beyond, through a range of projects and policy initiatives as well as action research. Our work has national implications and is led and directed by our members who comprise of organisations and individuals concerned about issues of race and their impact on policy, legislation, service delivery and inclusion.



ROTA and the race equality sector is working in a context where:

- the government appears less and less committed to making evidence based decisions about race,
- the government is determined to promote a “climate of intolerance” for “illegal” immigrants which is having a negative effect on all BAME communities.
- the anti-immigration agenda pushed by right wing media has created an environment in which racism and xenophobia is becoming normalised
- the Brexit debate and the long referendum campaign that focused on immigration has exacerbated race hate and intolerance

Continued >>

- Where race is discussed, it is usually more in terms of individual behaviours rather than in terms of ‘structural’ or ‘institutional’ issues.

The issue of racial equality has fallen to the bottom of the Government’s agenda since a high point following the Stephen Lawrence Inquiry. The Public Sector Equalities Duty continues to be questioned by Government even though the Equalities Act was 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. The demise of legal aid has made enforcing equalities and rights much more costly and difficult for ordinary people. Changes to the right to judicial review will have a savage effect on civil liberties and equalities.

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 new Government to turn back the progress that Britain has made in establishing legislation to overcome institutional racism and other forms of discrimination.

The Immigration Act presents a real danger to race equality and good race relations as it is bound to lead to the profiling of all BAME and migrant communities who are seeking to use public services. The Immigration Act and the Government’s deliberate climate of intolerance for illegal immigrants will put all BAME communities in the frontline. We will need to mount a strong campaign to stop the erosion of human rights and civil liberties that we have taken for granted in the UK for many decades.

Despite these constraints ROTA achieved a huge amount in 2015-16 and details of these achievements follow in this annual report. We developed a number of strategic partnerships during the year and built closer collaborations with other BAME and race equality agencies through our involvement in CORE (the Coalition for Race Equality) and HEAR (the London network for equality and human rights). During the year a number of innovative projects around mental health, sexual consent and coercion, race hate crime online, education and free schools, and promoting and implementing the Public Sector Equality Duty were all delivered successfully as well as on time and within budget. In particular we carried out a number of prestigious events headed by our patron Lord Victor Adebawale called “Talking Race” which involved a number of roundtables culminating in April 2015 with a large pre-election conference to assess where we are and what is the current state of race equality. At this meeting we were also able to launch a

race equality manifesto that had been developed by the Coalition for Race Equality with ROTA's active participation.

In the current climate of immense change in the funding and policy environment strategic planning is vitally important and we held a successful strategic planning away-day for trustees, staff and key volunteers in February 2016 led by Tebussum Rashid. We refreshed our Strategic Plan and carried out a thorough scan of the complex environment in which ROTA operates. We also began work on specifying ROTA's Theory of Change and clarifying how we can better measure ROTA's impact and the outcomes of our work. The effects of austerity and cuts continued to show in ROTA's ability to secure funding and the trustees continued their decision in the previous year to agree to spend down ROTA's reserves in a measured and planned way to ensure that the organisation was viable and sustainable.

ROTA had a number of discussions with organisations with similar aims about the potential for strategic alliances, joint funding applications and partnership working.

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)”*

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. We do this by carrying out a number of strategic projects and through action research on various aspects of the many BAME communities throughout the UK.

ROTA's services in 2015 – 2016 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, external papers, media representation, holding events, attending and speaking at external events, campaigning and by
- c) **Networks 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) 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 Equality Duty and What About the Boys? Projects.

***Work carried out
in 2015/16***

Work carried out in 2015/16

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 these objectives through the delivery of specific projects that focus on particular issues or communities so as to generate information and innovation that 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 priority policy areas for 2013-16 would be:

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

The projects we delivered in 2015-16 are briefly described as follows:

Children, Young People and Education

The research and reports on Free Schools that we had completed in 2015-16 concluded that:

- BAME free school proposers remain underrepresented in the free schools programme,

- equality and the implementation of equality measures are not being given sufficient consideration,
- there are particular challenges and barriers faced by free school proposers that impact disproportionately on some ethnic groups,
- BAME communities seeking to establish free schools need better support from the DfE in developing their proposals,
- free schools are failing to address educational disadvantage and may be exacerbating socio-economic and ethnic segregation in some areas
- few free schools are actively taking steps to comply with the Equalities Act 2010 and the PSED

We continued to campaign on a number of issues concerned with Free Schools and the problems they cause both for BME communities and for equalities more generally. Eleanor Stokes continued to organise a number of volunteers as well as carrying out key research into Free schools and their impact on BME children and parents. We recruited a number of excellent volunteers to help with the education projects and to develop our research and campaigning activities more widely and also talked extensively to young people about their understanding of on line race hate crime and how it affected their lives.

Multi-Academy Trusts Project

ROTA began work on equality and inclusion within the Government's academies programme. Because of concerns about the impact of the intended expansion of academies on BAME pupils and their families, ROTA submitted written evidence to the Education Committee Inquiry on Multi-Academy Trusts in May 2016 on the following: the under-representation of BAME people on the governing bodies of MATs and assessment processes carried out by MATs which appear to disproportionately exclude BAME pupils and fail to adequately support those pupils who are excluded, or at risk of exclusion.

A preliminary report on equality, inclusion and representation in the governance of MATs and the failure of academies to address disadvantage [will shortly be available](#) on ROTA's website. Funding for a follow-up study is being sought.

What About the Boys?

We finished the What About the Boys? Project with the launch of the project report at City Hall in July 2015. We are now actively seeking funding to develop the learning from the project and try out the approach in a number of different environments across London. The project provided education and learning about sexual consent and coercion to young

people in LB Westminster who are in danger of gang involvement. Extended support was provided to the young people including work around presentation skills but in particular providing information to boost subject knowledge. The work took place on the Amberley estate in North Westminster, which is a gang-affected area where the partner organisation, Working with Men, have an established project which is trusted by the local community. We have developed the research methodology that will allow us to gather robust evidence about preventative approaches to gender-based violence within gangs involving boys and young men from gang-affected areas, to be used to influence policy and practice during the project's dissemination phase.

During the year we again secured £10,000 Awards for All funding and used much of this to train young people involved to use their learning from the project to undertake a social media campaign to engage peers who are not directly involved in the project and to influence policy and practice.

Mental Health

We continued our work in West London with West London Mental Health Trust as part of the Healthy, Mobilised and BAME project that came to an end in 2015. In particular we researched the mental health and the mental health support

needs of a number of refugee communities in West London and showed how the organisation of a variety of well being activities made a significant contribution to the mental health of individuals and significantly decreased the likelihood of their seeking emergency admission to mental health services. During the year we were pleased to hear that we have been granted 3 years funding from Reaching Communities to develop the conclusions of this project with a new Active Lives, Healthy Minds project based in Hounslow and working with the Somali, Tamil and Nepalese communities.

Criminal Justice

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

ROTA continued 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.

The PRISM (Preventing, Redressing and Inhibiting Hate Speech in New Media) project funded by the European Commission involved ROTA in a

transnational partnership with organisations from 4 other EU member states. The purpose of the project was to research the prevalence of online racist hate crime across a variety of social media, and to develop responses and proposed solutions to the phenomenon. This European Commission funded project commenced on December 1st 2014 and ended in May 2016.

The Project was a great success, enabling us to develop work and build alliances to tackle hate crime. This is work that has become particularly important following the rise of hate crime after Brexit.

Through this project we have delivered workshops to young people, journalists and bloggers, and legal professionals and law enforcement authorities. The workshops have focused on raising awareness about racism and xenophobia arising from prejudice and negative myths; raising awareness of online hate speech; and raising awareness of reporting mechanisms and legal tools available for tackling online hate speech and racist hate crime in general. Even though the funding for this project came to an end in May 2016, the expertise we have gained and the alliances we have made with other organisations will enable us to continue this much needed and valuable work and to continue to influence practice and policy in challenging racist hate crime.



Equalities Act Training

We have delivered training on the Equality Act 2010 to over 200 organisations this financial year. The two-day Equality Act training has empowered organisations to tackle discrimination and fight inequality at a time when it is needed the most and at a time when frontline organisations receive very little support to do so. The funding from City Bridge Trust ended in August 2015, but the training and support work for VCS organisations on using equalities legislation continued with funding from London Councils. We are however, very pleased that we have more recently received funding from City Bridge Trust to continue this project for a further two years. We continued to be oversubscribed for this training and there continues to be a high demand. Following the training organisations have been able to improve their own policies and practices relating to equalities i.e. equal opportunities policies, equalities monitoring, and recruitment. VCS organisations have also reported being able to cascade this learning to other organisations. This has increased the sustainability of VCS organisations. This has been further supported by the Train the Trainer sessions, giving VCS organisations the tools to communicate legal concepts. We built up useful case studies on how the PSED can be used

effectively to challenge inequitable public service delivery.

The London 4 All partnership within which we also deliver Equalities Act training is also going well. This partnership is funded by London Councils and, linked to the Equality Law Project has continued to deliver information to London VCS organisations about other support services, delivered training on the Equality Act 2010, run a train the trainer event for infrastructure organisations and facilitated events on equality issues. We are now delivering further training on the Equality Act, running facilitation events on equality issues and participated in the development of a number of events and conferences in partnership with the London for All partners: LVSC and LASA, Women's Resource Centre and HEAR.

No other organisations provide similar training and support around the PSED.

Talking Race and Race on the Agenda

During the year we worked closely with our Patron Victor Adebawale to organise a series of roundtable discussions entitled "Talking Race". These brought together a number of prominent activists, academics, artists, journalists and other senior participants from the Asian, African and African-Caribbean diasporas. The roundtables 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. It was agreed that the "debate" on immigration had actually ended up legitimising increasing xenophobia and that race cannot be effectively understood without looking at the relationship of race to class and religion. It was agreed that the nature of racism had changed in important ways as had the ways in which people understand their identity and that if we are successfully to confront these changes we need a new narrative - a new way of describing race and racism that resonates more effectively with young people.

The Talking Race exercise culminated in a large recall meeting a few weeks before the General Election, that brought together all those who had participated in the roundtables as well as over a hundred people to discuss issues around race equality as well as to launch the Black Training and Enterprise Group (BTEG)'s manifesto and the Call to Action from the Coalition for Race Equality.

Campaigning issues

London Fairness Commission

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 Act. We attended regular meetings of the Equality and Diversity Forum and our CEO continues as a member of the Steering Committee of UKREN, the UK Race Equality Network . UKREN is a network of local and national organisations across Great Britain and Northern Ireland that works to combat race discrimination within a European context. It does this through sharing information between members and co-ordinating action on race equality issues. It aims to provide policy makers with a UK civil society perspective on European race equality issues and to encourage a positive public debate on race in Europe.

We continue to work with a number of partners based, like us, at the Resource for London (RfL) so as to find ways of adding synergies to each other's work, cross-fertilise ideas and jointly promote events and productions. The RfL Enhance project was successful in securing funding from City Bridge Trust and we continue to be active participants in this project, providing support to emerging BAME and refugee groups based in the building and organising a number of events and conferences for BAME

community organisations.

Through the Enhance project we have been able to secure free room hire for a number of our PSED training courses as well as the 23rd April “Talking Race” event.

Funders and BAME Support Groups conference.

Andy Gregg and Jeremy Crook from BTEG are leading for the sector on developing a joint funders and race equality sector working group on funding for the BAME sector. About 15 of the most prominent trust funders as well as BIG, Heritage Lottery and the Arts Council are involved in this initiative which is being led from the funders side by BIG and Lankelly Chase.

London Funders Research on Civil Society Support

Andy Gregg has been an active member of the Reference Group of this vital piece of research into the role and future of capacity-building support for the sector and have been able to argue the case for continued support for specialist support services for the BAME sector supplied by agencies like ROTA, Runnymede, Voice for Change etc.

London Fairness Commission

We worked closely with the Commission to ensure that the final report included a strong anti-racist element. Following the

successful 1 day open space event for BAME which we organised for the Commission we participated at a number of their other events and the launch of the Report in March 2016

We had regular meetings with the CEO and various members of London Funders, including City Bridge Trust and Trust for London and the Metropolitan Migration Foundation. We were invited to a meeting held by Hackney Voluntary Action and BIG Lottery to discuss issues around race equality and suggest areas where funding was needed in the sector.

Organisational resilience and sustainability

We held a full strategic planning away day during the year facilitated by Tebussum Rashid from BTEG which we used 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.

We held productive meetings of the ROTA Communications sub committee which discussed a number of key issues - in particular how to improve our offer to our 1200+ members and improve our web presence and communications generally.

During the year we lost two longstanding and loyal members of staff: Anthony Salla and Barbara Nea who both left the organisation in August. Roxana Preotescu who has led so well on the PRISM research project, also left the organisation. We would like to thank them all for their hard work and commitment to the work of ROTA

In February we completed our move into smaller office space within the Resource for London building making a substantial saving in rental charges.

ROTA continued to develop its web, online and twitter presence. In March 2016 ROTA had 2,273 followers on Twitter, 285 likes on Facebook and 1259 members

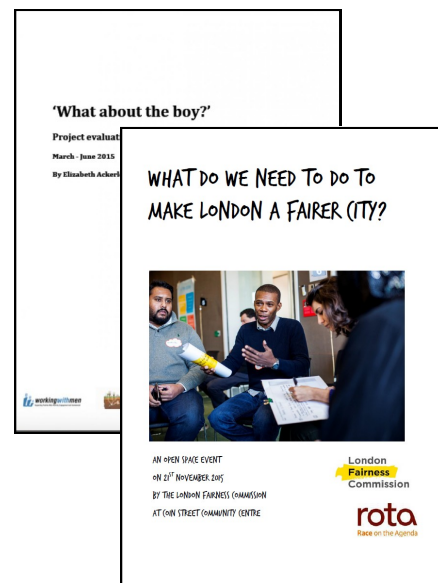
Meral Hussein-Ece formally agreed to be ROTA's patron and suggested a number of Parliamentary Questions she could ask on our behalf on the Free Schools research.

We produced 2 research reports: 'What about the boy?' Project Evaluation; and a joint open space event report with London Fairness Commission 'What do we need to do to make London a fairer city?'. These reports are available to download from our website at rota.org.uk.

None of our great work achieved during the year would have been possible

without our great enthusiastic volunteers.

During the year, ROTA's work was supported by 4 volunteers who committed a total of over 198 hours.





THE FACTS



***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;
- Develop work with young people based on the outcomes of the 'Talking Race' project;
- Continue to develop training on Equalities and Holding Public Authorities to Account;
- Introduce new training on race equality and equality;
- Continue to develop regular blogs and increase our online 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 30 external events and sit on at least 15 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/website
- Become more environmentally friendly;

NAME ORG CONTRIBUTION

SECTA SUMMIT

John Blumhage

FFI

Compton and ...

Yellow sticky note with handwritten text.

Pink sticky note with handwritten text.

Yellow sticky note with handwritten text.

Yellow sticky note with handwritten text.

NAME ORG CONTRIBUTION

Working Strategically
BTRG.

J. COOK

A. GREEN

Rick

CHRIS WHITWELL

FFT

Yellow sticky note with handwritten text.

Yellow sticky note with handwritten text.

CONTRIBUTION

Pink sticky note with handwritten text.

Pink sticky note with handwritten text.

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 2015-16 our work benefitted from funding relationships with:

- BLF Reaching Communities
- City Bridge Trust
- London Councils (London for All)
- Awards for All
- Trust for London
- PRISM
- Evening Standard Dispossessed Fund



***Board and
staff members***

Board and staff members

Current staff and volunteers

- Chief Executive: Andy Gregg
- Finance Manager: Evis Bodlli
- Office Manager: Saifur Valli
- Project Officer:
Poornima Karunacadacharan
- Laurie Lijnders (Part-Time Project Manager, from July 2016)
- Selam Kidane (Part-Time Project Manager, From September 2016)
- Laura Greason (Part-Time Project Officer, from September 2016)
- Eleanor Stokes (Volunteer)
- Sagal Haji (Volunteer)
- Ayah Omar (Volunteer)

Current Board members

- Ali Ahmed (Chair)
- Gifford Sutherland
- Gurpreet Virdee (Treasurer)
- Dr Karim Murji
- Lorraine Dongo
- Maurice McLeod (Vice-Chair)
- Dr Tele Amuludun
- Keiko Okawa
(co-opted in September 2016)

Staff and Volunteers who left during the year

- Project Manager: Anthony Salla
(until 31st August 2015)
- Senior Policy Officer: Barbara Nea
(until 4th September 2015)
- Layla May (Volunteer)
- Sandra Atherley (Volunteer)

Board members who left during the year

- Lina Parmar
(Resigned 27 September 2016)
- Rosita Caspersz
(Resigned 18 May 2016)
- Dr William Ackah
(Resigned 14 September 2016)

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 2016

	2016		2015	
	£	£	£	£
Fixed assets				
Tangible assets		430		860
Total fixed assets		<u>430</u>		<u>860</u>
Current assets				
Debtors	16,202		15,387	
Cash at bank and in hand	60,542		124,068	
Total current assets	<u>76,744</u>		<u>139,455</u>	
Creditors: amounts falling due within one year	<u>(6,316)</u>		<u>(40,166)</u>	
Net current assets/(liabilities)		70,428		99,289
Total assets less current liabilities		<u>70,858</u>		<u>100,149</u>
Net assets		<u><u>70,858</u></u>		<u><u>100,149</u></u>
The funds of the charity:				
Restricted funds		4,888		3,675
Unrestricted funds:				
General fund	<u>65,970</u>		<u>96,474</u>	
Total unrestricted funds		65,970		96,474
Total charity funds		<u><u>70,858</u></u>		<u><u>100,149</u></u>

Summary of income and expenditure

Summary of Income and Expenditure

for the year ended

31 March 2016

	Restricted Funds	Unrestricted Funds	Total Funds 2016	Total Funds 2015
	£	£	£	£
Incoming resources				
Incoming resources from generated funds:				
Voluntary income	184,954	171	185,125	257,617
Investment income	-	144	144	238
 Incoming resources from charitable activities	 -	 127	 127	 1,499
<i>Total incoming resources</i>	<u>184,954</u>	<u>442</u>	<u>185,396</u>	<u>259,354</u>
Resources expended				
Costs of generating funds	6,618	525	7,143	9,247
Charitable activities	176,219	29,312	205,531	269,765
Governance costs	903	1,109	2,012	4,564
<i>Total resources expended</i>	<u>183,741</u>	<u>30,946</u>	<u>214,687</u>	<u>283,576</u>
<i>Net incoming/outgoing resources before transfers</i>	<u>1,213</u>	<u>(30,504)</u>	<u>(29,291)</u>	<u>(24,222)</u>
<i>Net movement in funds</i>	<u>1,213</u>	<u>(30,504)</u>	<u>(29,291)</u>	<u>(24,222)</u>
Reconciliation of funds				
Total funds brought forward	<u>3,675</u>	<u>96,474</u>	<u>100,149</u>	<u>124,371</u>
<i>Total funds carried forward</i>	<u>4,888</u>	<u>65,970</u>	<u>70,858</u>	<u>100,149</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 (effective January 2015), were approved by the board on 27th Sept. 2016 and signed on its behalf by Ali Ahmed, ROTA Chair and Gurpreet Virdee, ROTA Treasurer.



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Joe Stones
Pilton Girls School (Trafford)

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Liz St Clair
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Isabel Wallace Smartt

Katy Taylor

Jackie Stevenson
Suffolkshire & West Midlands
Probation Trust

Mike Taylor
SOS Prevention and Prevention

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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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