



Race on the Agenda

# Annual Report 2008 - 2009





## targeting social policy

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

- colour
- nationality
- ethnic or national origin.

Consequently, we use the term Black, Asian and Minority Ethnic (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.

Race on the Agenda (ROTA) is one of the UK's leading social policy think tanks 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.



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Registered charity no: 1064975  
Company limited by guarantee no: 3425664

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## ROTA's vision

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

## ROTA's mission

To be a leading social policy think tank that focuses on race equality and issues affecting Britain's BAME communities, and creates an environment for the BAME sector to flourish.

To strengthen the voice of BAME communities through increased civic engagement and participation in society, and provide representation of 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 and equality sector, and by informing, influencing and increasing the awareness of decision makers, policy makers and stakeholders in the public, private and third sectors.

## ROTA's strategic objectives

ROTA has identified seven strategic objectives for future activities. These relate to the function and role of ROTA as a national social policy think-tank.

They help to determine the focus and desired outcomes of all ROTA's project activities and outputs, and the emphasis of future plans:

- provide evidence-based, high quality policy development focusing on race equality and equality for BAME groups in the UK and internationally

- give voice to and representation for issues affecting BAME communities and the third 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

- work with government and other bodies (locally, regionally and nationally) to ensure that BAME and equality issues and interests are represented and heard

- broker relationships between policy makers and BAME communities and their sector, and help build bridges and partnerships among different agencies and across sectors

- build the capacity of BAME organisations to engage in policy and research and help develop the skills of their workers through training and skills development programmes

- facilitate networks, coalitions and partnerships that enable BAME and equality organisations to communicate with each other, work together and share best practice with the ultimate goal of influencing policy and practice.

## We deliver our services under four categories:

**1. Policy development, voice and representation** of issues affecting the UK's BAME communities by sitting on policy bodies, influencing legislation and strategies, and by supporting staff of other BAME and equality organisations to sit at the decision-making table.

**2. Information, research and awareness raising** through in-house publications, external papers, media representation, holding events, attending and speaking at external events, campaigning and by providing specialised support, consultancy and advice.

**3. Networking for the BAME and equality sector** by facilitating national coalitions - the Winning the Race Coalition and the Female Voice in Violence Coalition; MiNet - the London-wide BAME network; and the Transformative Justice Forum - the London-wide criminal justice multi-agency, cross-sector partnership.

**4. Skills development** through training, advice and support programmes to those working within the BAME and equality sector or providing services to BAME and other equality groups and individuals.







Only a few decades ago, it was acceptable to put up signs saying: "No blacks, no Irish, no dogs".

The passing of the Race Relations Act, the establishment of the Commission for Racial Equality, the Scarman Inquiry and the Human Rights Act all played a role in 'forcing' public authorities to take proactive steps to mainstream race equality and equality. Legislation alone, however, does not change hearts and minds. The battle was not fought quietly. The Southall, Brixton, Liverpool and Peckham riots, and

murders such as that of Stephen Lawrence's bear evidence to this claim.

ROTA played its part in helping to shape the policy and institutional framework and provide voice to BAME communities - a key requirement of any democratic society. Since our establishment in 1984, our key service delivery areas have been policy development, research, voice and representation, civic engagement, awareness raising and advice. There is still a long way to go.

In 2008-09, ROTA staff sat on 37 different policy and decision making bodies, covering a wide range of issues currently affecting Britain's BAME communities. 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 26 consultation documents and met face to face with over 200 policy makers and stakeholders regionally and nationally. We gave evidence to public and parliamentary inquiries, and put pressure on government and public services to promote equality of opportunity for BAME groups and respect human rights.

In 2009, we also revised ROTA's Constitution and appointed a new Board of 13 Trustees. We moved into new premises in Waterloo and updated our Policies and Procedures.

We also set up a new network, the Transformative Justice Forum, bringing together key criminal justice organisations from across sectors to work together at a strategic level to provide policy support and representation of issues affecting groups that are highly victimised.

We established the national Winning the Race Coalition of BAME and other equality organisations to influence and inform the Single Equality Bill and race equality legislation. We gave evidence in Parliament and joined several senior stakeholder groups at national and international levels.

The future for ROTA looks both exciting and challenging. Our new five year business plan marks a new era for ROTA as a national, leading social policy think tank specialising on race equality. My team and I will work hard to deliver this mission in partnership with others and without losing our London focus. We will aim to build more coalitions and consortia within the BAME sector, and also through multi-agency and cross-sector partnerships to fight injustice, eliminate discrimination and promote fairness, respect, equality and dignity.

We have been a pioneer in our approach to race equality by looking at the issues surrounding it in a holistic way. We will continue to do so and encourage others to be inclusive in their approach.



## A word from our patron: Lord Adebowale CBE

"I'm delighted to have this opportunity of congratulating ROTA on another successful year of work for race equality. The new business plan repositions us as an important national social policy think tank at a time when equality is firmly on the political agenda.

"I look forward to supporting ROTA in the coming year."



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

## Kamila Zahno: Chair's Report



ROTA had a successful year in 2008-09. We introduced a new five year business plan that will hopefully see ROTA grow into the UK's leading social policy think tank focusing exclusively on issues affecting BAME communities and organisations. To this end, by special resolution, we amended our Memorandum and Articles of Association, moved into new premises in central London, and pursued projects and partnerships that

will allow us to establish ourselves as a key national player. With the support of our members and funders we have exceeded our set targets and repositioned ourselves as a national expert on race equality.

I am proud of our achievements and the work of the staff and volunteers. I am particularly pleased to have recruited eight new Trustees and a new Chief Executive, Dr Theo Gavrielides, and I would like to thank them all.



ROTA's policy team and networks target policy and legislation affecting the UK's BAME communities and the BAME and equality third sector. ROTA aims to influence changes for more equitable treatment for all citizens by focusing on specific policy areas. ROTA's 2008-09 priority policy areas were:

- criminal and restorative justice
- health inequalities, education and employment
- pan-equalities and human rights
- regional and national governance
- the BAME and equality third sector.

### **Policy development, voice and representation**

In 2008-09, ROTA staff sat on 37 different policy and decision making bodies, covering a wide range of issues including but not limited to: regional governance (eg London Regional Consortium), criminal justice (eg HM Prison Service Race Action Group and the MPA Hate Crime Forum), cross-equalities (eg Equality and Diversity Forum), community empowerment (eg London Empowerment Partnership), health inequalities (eg the London Health Observatory Expert Advisory Council), volunteering (eg ChangeUp volunteering subgroup) and the Olympics (eg Olympics Voluntary and Community Sector Steering Group). 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 26 consultation documents and met face to face with over 200 policy makers and stakeholders regionally and nationally. We gave evidence to public and parliamentary inquiries, and put pressure on government and public services to promote equality of opportunity for BAME groups and respect for human rights.

### **Skills development and training**

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 2008-09, we delivered the following training:

**1. Hate crime training:** Building on ROTA's two year evidence-based Restoring Relationships Project, this training aimed to build the capacity of third sector organisations to reduce hate crime by increasing their awareness around restorative justice approaches and how to forge and maintain partnerships with agencies from other sectors.

**2. Public law training:** Delivered in partnership with the Public Law Project, this training aimed to increase the capacity of equality organisations in applying and responding to current equality legislation.

## Information, research and awareness raising

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

- **In-house publications:** These consisted of ROTA's journals *Agenda* and our new refereed journal *Policy & Race*, six new evidence-based research reports, three Policy Briefings translating current policy and legislation into third sector language, an online library and 10 monthly policy e-newsletters. We also started the new Transformative Justice Project bi-monthly e-newsletter disseminating information on training, funding and partnership opportunities for organisations working with individuals who are highly victimised.

- **ROTA events:** In addition to our annual conference and AGM, we held 18 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 77 external events and spoke at 45 conferences, seminars and lectures.

- **Media representation and campaigning:** As a policy think tank, ROTA's work is evidence-based and supported by our research and networking activities and programmes. During the year we appeared on BBC London News, Sky1, C4 Dispatches and on radio stations such as Choice FM and Capital Radio. ROTA also featured in the press and various third sector circulars such as *Young People Now* magazine, London Funders *Bulletin* and *Third Sector* magazine.



## Networking for the BAME and equality sector

**Winning the Race Coalition: campaigning for a strong Single Equality Bill and race equality legislation** - In 2008-09, ROTA formed a national coalition of BAME and other equality bodies to influence and inform the Single Equality Bill and increase awareness around it and other race equality legislation.

The Coalition was set up with the support of other Black, Asian and minority ethnic (BAME) organisations and currently comprises 49 members. As its momentum, membership and influence continues to grow, its focus is primarily on race equality and the discrimination faced by BAME groups. However, it also aims to make the argument for cross-equality and human rights issues where appropriate.

**MiNet and HEAR** - As a London expert, ROTA was entrusted with running two of the region's third sector led networks.

**MiNet:** the regional BAME network which aims to:

1. provide a voice for London's BAME third sector in the development of regional policy.
2. collate data on London's BAME third sector and the communities it serves, and place them within a policy context.
3. disseminate information to London's BAME third sector on major policy issues and consultations
4. develop London's BAME second tier third sector policy workers to ensure they are supported and empowered to engage in regional, sub regional and local policy development.

**HEAR:** the regional pan-equalities and human rights network which aims to:

1. bring together distinct equality sectors, and others that are committed to equality, to speak with one voice on issues of relevance to the third sector and all equality sectors.
2. raise the profile of equality organisations, in particular their unique and vital role in creating lasting solutions to inequality, and place them and equality issues at the heart of London's third sector.
3. enable equality organisations, and others that are committed to equality, to network, learn from each other, collaborate and work in partnership, in order to improve the support available to frontline equality organisations.
4. share equalities expertise with mainstream infrastructure organisations, to support them in ensuring their services reach and benefit equality organisations.
5. highlight gaps in and solutions to inadequate specialist support for equality organisations and act as a mechanism through which sectors lacking insufficient support can influence relevant policy.

After running HEAR for five years, in 2008-09 ROTA facilitated a process which allowed the network to be hosted elsewhere. ROTA will continue to support HEAR's vision and remains a key partner in its activities.

**Transformative Justice Forum:** the regional multi-agency cross-sector network of organisations working with groups that are highly victimised, which aims to:

1. act as a 'one-stop shop' for local authorities, the police, Crown Prosecution and others who require expertise pertaining to hate crime groups providing cross-sector guidance.
2. Share best practice and improve the scope for multi-agency partnerships.
3. Develop sound policy for the needs of affected groups.





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 sector and the communities ROTA was set up to serve.

### We intend to:

- establish ROTA as a leading national BAME social policy think tank
- develop our Female Voice in Violence Project into a national programme and coalition
- continue to develop the national coalition of third sector organisations to work together on the Single Equality Bill and race equality legislation
- introduce new training on race equality and equality
- produce 10 policy e-newsletters and six criminal justice e-newsletters
- continue publishing our new, bi-annual refereed journal *Policy & Race* and our bi-annual magazine *Agenda*
- produce five 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.
- develop MiNet and TJF networks and recommend other BAME organisations to sit on decision-making bodies.
- increase our annual turnover by 15% and diversify our income
- update our Policies and Procedures (Handbook) and employment contracts
- improve our IT infrastructure
- become more environmentally friendly
- carry out a Board skills audit and identify areas for improvement and Board skill development
- introduce a paid membership with attached benefits
- review the Board of Trustees
- develop an up-to-date media and communications strategy and recruit a Communications Officer to help with its implementation
- recruit patrons.

### Funders

In 2008-09, our work benefited from funding relationships with:

- London Councils
- The City Bridge Trust
- Equality and Human Rights Commission
- CapacityBuilders
- Big Lottery Fund
- Office of the Third Sector
- London Development Agency.

### Internally we will:

- increase our membership
- complete development of our database to give us easier access to our membership records





**Patron:** Lord Adebawale CBE

### **Board Members**

Chair: Kamila Zahno

Vice Chair: Ali Ahmed

Treasurer: Marsha John

Lorraine Dongo (appointed Dec 2008)

Dr William Ackah (appointed Dec 2008)

Khurshid Alam (resigned Nov 2008)

Dr Tele Amuludun

Katie Aston (appointed Dec 2008)

Gurdial Bhamra (resigned Nov 2008)

Rosita Caspersz (appointed December 2008)

Sharon Dennis

Ibidun Fakoya (appointed Dec 2008)

Angela Noonan (resigned Sept 2008)

Paola Uccellari (appointed Dec 2008)

Gifford Sutherland (appointed Dec 2008)

### **Staff**

#### **Management Team**

Chief Executive: Dr Theo Gavrielides

Head of Policy: Pavan Dhaliwal

Finance Manager: Besa Hasaj (from Oct 2008)

Executive Secretary: Anwara Ali (from Oct 2009)

#### **Policy Team**

Senior Policy Officer: Carlene Firmin

Policy Officer: Ewan Kennedy (from Aug 2009)

Senior Policy Officer: Barbara Nea

Research Assistant: Jacky Moran (until Jul 2009)

#### **Admin and Comms. Team**

Marketing and Communications Officer: Liz Carr (from Nov 2009)

IT Manager: Namchai (Jack) Khooharungkitcharoen

Office Administrator: Saifur Valli

Database Administrator: Izabella Szykula

**MiNet:** MiNet Coordinator: Anthony Salla

**HEAR:** HEAR Coordinator: Barbara Nea

#### **ROTA Volunteers and Interns**

Nathan Lewis

Sarah Hum

Rita Serghis

Adam Cooper

Kathryn Baer

Joanna Wilson

Gabriella Sasdi

Rachelle Fisher

Phyllis Bbedreseh

Sandra Sackey

We have audited the financial statements of Race on the Agenda for the year ended 31 March 2009 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes numbered 1 to 12. These financial statements have been prepared under the accounting policies set out therein.

This report is made solely to the charity's members, as a body, in accordance with Section 235 of the Companies Act 1985. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

### **Respective responsibilities of trustees and auditors**

The trustees' (who are also the directors of Race on the Agenda for the purpose of company law) responsibilities for preparing the annual report and financial statements in accordance with applicable law, United Kingdom Accounting Standards and the Charities Statement of Recommended Practice (United Kingdom Generally Accepted Accounting Practice) are set out in the Statement of Trustees' Responsibilities.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985. We also report to you if, in our opinion, the Trustees' Annual Report is not consistent with the financial statements. We also report to you if, in our opinion, the charity has not kept proper accounting records, if we have not received all of the information and explanations we require for our audit, or if information specified by law regarding trustees' remuneration and transactions with the charity is not disclosed.

We read other information contained in the Trustees' Annual Report, and consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements. Our responsibilities do not extend to any other information.

### **Basis of audit opinion**

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland), issued by the Auditing Practices Board. An audit includes an examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgments made by the trustees in the preparation of the financial statements and of whether the accounting policies are appropriate to the charity's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

### **Opinion** In our opinion the financial statements:

- give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice, of the state of the charity's affairs as at 31 March 2009 and of its incoming resources and application of resources, including its income and expenditure for the year then ended; and
- have been properly prepared in accordance with the Companies Act 1985; and
- the information given in the Trustees' Annual Report is consistent with the financial statements.

Susan Field Limited  
Chartered Accountants  
Registered Auditors  
Neptune House, 70 Royal Hill  
London SE10 8RF

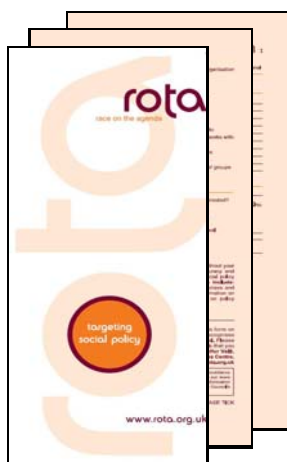
	Unrestricted 2009 £	Restricted 2009 £	Total 2009 £	2008 (unaudited) £
<b>Incoming Resources</b>				
Incoming resources from generated funds				
Voluntary income	25,250	428,814	454,064	355,837
Activities for generating funds	-	-	-	-
Investment income	2,933	-	2,933	4,781
Incoming resources from charitable activities	37,701	-	37,701	30,613
Other incoming resources	1,109	-	1,109	-
<b>Total incoming resources</b>	<b>66,993</b>	<b>428,814</b>	<b>495,807</b>	<b>391,231</b>
<b>Resources expended</b>				
Costs of generating funds				
Costs of generating voluntary income	1,261	5,988	7,249	9,387
Charitable activities	33,068	341,535	374,603	401,880
Governance costs	2	2,269	2,271	2,280
<b>Total resources expended</b>	<b>34,331</b>	<b>349,792</b>	<b>384,123</b>	<b>413,547</b>
<b>Net income/(expenditure) for the year</b>	<b>32,662</b>	<b>79,022</b>	<b>111,684</b>	<b>(22,316)</b>
Gross transfers between funds	-	-	-	-
<b>Net movement in funds</b>	<b>32,662</b>	<b>79,022</b>	<b>111,684</b>	<b>(22,316)</b>
<b>Reconciliation of funds</b>				
Total funds brought forward	97,380	21,082	118,462	140,778
<b>Total funds carried forward</b>	<b>130,042</b>	<b>100,104</b>	<b>230,146</b>	<b>118,462</b>

There are no recognised gains or losses other than those stated above.  
All incoming resources and resources expended derive from continuing activities.

	2009	2008 (unaudited)
<b>Fixed Assets</b>	<b>£</b>	<b>£</b>
Tangible fixed assets	3,703	-
	<b>3,703</b>	-
<b>Current Assets</b>		
Debtors	36,160	55,798
Cash at bank and in hand	218,521	77,079
	<b>254,681</b>	<b>132,877</b>
<b>Creditors: Amounts falling due within one year</b>	<b>28,238</b>	<b>14,415</b>
Net current assets	226,443	118,462
<b>Total Net Assets</b>	<b>230,146</b>	<b>118,462</b>
<b>Represented by:</b>		
<b>Funds</b>		
Restricted funds	100,104	21,082
Unrestricted funds	130,042	97,380
<b>Total Charity Funds</b>	<b>230,146</b>	<b>118,462</b>

These accounts have been prepared in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small companies and the Financial Reporting Standard for Smaller Entities (effective January 2007).

Approved by the Board of Trustees on 22nd December 2009 and signed on their behalf.



## Join us

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

We look forward to welcoming you.

## Policy & Race Journal

**Policy & Race**, ROTA's peer reviewed journal, is published twice a year.

It is an interdisciplinary journal for policy makers, scholars, practitioners and activists with an interest in race equality, equality and policy making. Its aim is to spark a debate on issues affecting BAME communities nationally and internationally.

We're looking for contributions from authors trained in all disciplines applying various methodologies to social policy issues. Contributions can be theoretical or empirical, and bursaries of up to £100 may be offered to help authors bring their work to publication.

Please contact Liz Carr, [liz@rota.org.uk](mailto:liz@rota.org.uk), in the first instance, if you're interested in becoming a contributor.

To subscribe to Policy & Race, please visit [www.rota.org.uk/pages/PolicyRace.aspx](http://www.rota.org.uk/pages/PolicyRace.aspx).





The logo for Rota, featuring the word "rota" in a bold, lowercase, sans-serif font. The letters are a dark maroon color. The 'o' and 'a' have a slight curve to them, giving it a modern feel.

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ROTA is funded by:



Improving support  
for a stronger third sector



**CabinetOffice**  
Office of the **Third Sector**