



rota

Race on the Agenda

Annual Report

2019 - 2020



Resource for London

356 Holloway Road

London N7 6PA

Tel: 020 7697 4093

email: rota@rota.org.uk

web: www.rota.org.uk

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

facebook: facebook.com/ROTA.org

Registered Charity No. 1064975

Company limited by guarantee No. 3425664

Contents

Chair's report	04
About Race on the Agenda (ROTA)	06
Chief Executive's report	10
Summary of activities in relation to charity's objects	18
Work carried out in 2019/20	22
Future work and funders	32
Board members, staff and volunteers	36
Summary of year end position	38
Summary of income and expenditure	40

Chair's report

Chair's report

Thank you for taking the time to read our annual report for the financial year 2019/2020.

I am delighted to present highlights of the work and achievements of ROTA during this period.

This year we continued to ensure that issues impacting BAMER communities are at the centre of policy design and implantation and extensively advocated for communities to be heard.

We continued to work collaboratively with other equalities organisations to maximise our impact and reach, for example through our partnership with Voice4change England, to provide secretariat support for CORE (Coalition for Race Equality).

Our AVOCADO+ partnership project, entered its third year and delivered the a fundraising training programme for frontline BAMER led groups, delivered in partnership with Black Fundraisers UK and the lead organisation Money4You.

We started CRÉME project (Communicating The Race Equality Message Effectively) in partnership with BTEG (Black Training and Enterprise Group) and Runnymede Trust.

The project provides supports and training to small BAMER lead groups to develop their communications strategies

and messages.

As the financial year ended, March saw the start of the country going into national lockdown.



ROTA continued to operate business as usual with our staff and volunteers reconfiguring service delivery.

The board, are immensely grateful to the team for seamlessly adapting to home working and the new ways of working with increased use of technology.

I would like to take this opportunity to thank all our staff and volunteers for their innovation and continued dedication and commitment to ROTA's work.

I would also like to thank our members, supporters, donors, board of trustees and especially our funders for their support during the year and I look forward to supporting BAMER communities in the coming year

Ali Ahmed - Chair

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

About ROTA

“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 a social policy research organisation that focuses on issues impacting on Black, Asian and minority ethnic (BAME) communities. Originally set up in 1984 as GLARE (Greater London Association for Race Equality) ROTA renamed itself and adopted a new constitution in 1997. Our policy priorities are health, education and criminal justice.

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 a number of strategic projects and through action research on various aspects of the many BAME communities throughout the UK.

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.

Recommendations

- High needs funding needs to support greater early help and resources to support schools
- Every local teacher needs high quality SEND training
- It is not enough that schools need independent representation
- Schools need to recognise trauma, SEND, mental health and
- It's not clear enough what a reasonable adjustment is and there are not
- Schools should recognise vulnerability and different inclusion, health
- Schools need to get a better grip on the system
- Schools need to be able to get a better grip on the system



- Pilot and research new ideas in order to demonstrate new BAMER and equality-led models, opportunities and emerging good practice for the benefit of BAMER groups and the sector that serves them;
- Work with government and other bodies (locally, regionally and nationally) to ensure that BAMER and equality issues and interests are represented and heard;
- Broker relationships between policy makers and BAMER communities and their sector, and help build capability and partnerships among different agencies and across sectors;
- Build the capacity of BAMER 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.

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.

Chief executive's report

Chief Executive's report

2019-20 was a year when the Government's hostile environment policies towards immigration continued to damage the social fabric of life in the UK. The growing inequalities of race and income eventually resulted in the COVID - 19 pandemic killing a greatly disproportionate number of BAME victims after its arrival in the UK in early 2020. The Windrush scandal continued to be a running sore with Government promises of proper compensation being reneged on and their stubborn determination to maintain a policy of deportations to the Caribbean and other parts of the world. The increasing xenophobia and open racism that had been revitalised during and after the Brexit vote in 2016 showed continuing spikes in race hatred both online and offline and the Grenfell compensation scheme and rehousing offers to survivors fell far behind the real need.

Islamophobia is rife and the government failed to carry out its promise that there needed to be an inquiry into Islamophobia in the Conservative party. A recent survey into the scale of Islamophobia in the Party found that more than two-thirds of Tory members believe the myth that parts of the UK are under Sharia law and 45% think some areas are not safe for non-Muslims. The

appointment of Priti Patel as Home Secretary was not a positive development



and the government has continued to appoint people to senior positions who do not believe that structural racism exists. Young black men are now 9 times more likely to be stopped and searched than their white counterparts and Section 60 stops are becoming used far more often than a few years ago. In the early months of COVID lockdown fines and other control measures were used disproportionately against black people.

At ROTA we continued to prioritise working closely and collaboratively with other BAME and race equality organisations to raise issues and seek to influence policies where this was possible. Anti-racist, migrants and refugee organisations as well as Gipsy, Roma and Traveller groups reported significant increases in levels of racial harassment and online hate. At the same time the denials by the media and leading institutions that racism is increasing and should be taken seriously seem to be growing commensurately. ROTA was able to promote activities and number of activities to challenge this



atmosphere and with other allied organisations we prepared some of the ground that would result in the resurgent Black Lives Matter movement that came to fruit after the death of George Floyd in the US in May 2020 just after the year we are reporting on in this review.

ROTA completed a project to challenge online race hatred as part of a European funded project called REACT which brought us together with other European partners to seek to address the issue.

The end of the UK's membership of the EU means the closure of such vital projects just at the time when they are most needed. The project developed a number of counter-narratives to online race hatred that were trialled in the UK and across the EU. We attended a final conference in Brussels and we also held a successful dissemination event in Slough with our partners Aik Saath. 30 young people attended and we held a lively discussion on online race hate crime, how to combat it and how to construct effective counter narratives.

ROTA was awarded the contract to provide the secretariat for the Coalition for Race Equality (CORE) in partnership with Voice for Change England and this as another example of our increasing work in partnership with other leading race equality groups. CORE brings together the leading regional and national race equality organisations to

increase cooperation and collaboration around the many areas where racism impacts on the lives of BAME people and their communities. CORE responded in all of the major areas where racism and discrimination reared its ugly head and pressed for answers as to why the first key workers to die of COVID 19 were overwhelmingly from BAME backgrounds. We have appointed Karun Maudgil to the two day a week CORE Development Officer post and he started work in January.

In partnership with Money4You and Black Fundraisers - UK. We held a very successful Dragons Den for our Avocado project with 7 major funders/dragons at City Hall. The 100 participants were welcomed by the Deputy Mayor - Debbie Weekes-Bernard and they heard a great motivational speech from Ade Adepitan the well know Paralympian and TV presenter. The Avocado accelerator project was a success and we have recruited successfully to the next round of participants for the year 2020-21.

We had a successful workshop attended by 40 groups on building diversity in volunteering in partnership with HEAR and London Plus.

The CREME Communications Project continued to advise and train London BAME groups to improve their communications profiles. This is a



partnership project between ROTA, Runnymede and BTEG and held training events in November on writing press releases and in January on new media including Facebook and Twitter. We also supporting a number of BAME organisations outside the training events in developing their communications skills and strategies as well as providing support for the three partner organisations in developing their communications strategies and capacities.

We continued to employ a Policy Development Officer for two days a week with the other days being shared with the Runnymede Trust. This post funded by Barrow Cadbury and Esmée Fairbairn Trusts was instrumental in getting our voice heard in Parliament and the press.

Mental health and well being was also a key part of ROTA's work over the period and the Active Lives Healthy Minds (ALHM) Project was successful in developing services to improve mental well being in a number of highly marginalised communities in West London. After the completion of the three year ALHM project ROTA held a successful conference to evaluate and disseminate the learning from this innovative project.

ROTA's Informal Exclusions project

continued to research the growing issue of the informal exclusion from school which particularly affects some parts of the BAME communities. We had a very successful conference on this in January followed by our AGM with over 85 people attending.

As this is my last Annual Review for ROTA I would like to thank ROTA's staff, volunteers and trustees for all their tremendous hard work on behalf of ROTA. They have always been prepared to go beyond and put in extra work as part of their commitment to the organisation and to its core purpose of challenging racism and discrimination. It has been a great honour to have been CEO of ROTA over the last seven years and I am sure that my successor Maurice McLeod will take the organisation to even higher levels of prominence in the fight for justice and equality and an end to the scourge of racism.

Andy Gregg
ROTA Chief Executive
(until September 2020)

***New Chief
executive***

New Chief Executive

ROTA has been fighting racism for more than 36 years and as a life-long anti-racist I am extremely honoured to take on the role of Chief Executive. The global reaction to the killing of George Floyd last year sparked a shift in public opinion and growing pressure on institutions to tackle the systemic racism in the UK.

This has seen a change in how race is talked about and an increase in the funds available for fighting racism.

As anti-racist campaigners, we know that this interest might be short lived and we also know that it is important for us to take opportunities where they arise.

ROTA will update its vision and mission to match the new opportunities.

We are very well placed to be the vehicle that helps us move from protests into action.

The next few years promise to be an important time for ROTA and in the fight to end racism in Britain.

No organisation can do this work alone though and we look forward to working in collaboration with organisations, communities and individuals who share our desire to see a world where everyone can engage, contribute and find opportunities for support and growth regardless of their ethnicity.

While we continue our fight for racial equality we will not overlook other communities and will work alongside those tackling inequality in all its forms.

Equality only counts when everyone has it.



Maurice Mcleod
ROTA Chief Executive
(from September 2020)

*Summary of
activities in
relation to
charity's
objectives*

Summary of activities in relation to charity's objectives

In planning our activities for the year, we kept in mind the Charity Commission's guidance on public benefit. ROTA remains focused on its charitable mission. ROTA provides a unique combination of frontline and infrastructure services to all BAMER organisations and BAMER people, paying particular attention to those who tend to be marginalised or excluded.

Some of ROTA's funding is restricted to London but we also operate more widely in England and our REACT Project brought us into a European partnership to develop solutions for online race hate.

ROTA's services in 2019 – 2020 can be grouped under four categories:

a) **Policy Development, Voice and Representation** of issues affecting Britain's BAMER communities by developing responses to consultations and legislative changes, sitting on policy bodies and by supporting staff of other BAMER and equality organisations to sit at the decision making table. Our partnership with Voice for Change England to provide the secretariat for the Coalition for Race Equality and our work with HEAR (London's human rights and equalities network) were prime

examples of this;

b) **Information, Research and Awareness Raising** through innovative research and publications, website, articles and blogs external papers, media representation, holding events, attending and speaking at external events, campaigning and by providing specialised support, training, consultancy and advice. Our research into the aftermath of the Grenfell Tower fire and the impact of informal school exclusions are key examples;

c) **Networking for the third sector** by hosting events, training and representation on boards with partner and frontline organisations. In particular as part of HEAR (the London Network of Equalities Organisation), London Plus and Equally Ours (formerly the Equality and Diversity Forum), we have maximised our reach across the different voluntary sector networks in London and England;

d) **Projects for capacity-building and Skills Development** through training, advice and support programmes to those working within the BAMER and equalities

sector or providing services to BAMER and other equality groups and individuals. In particular, our AVOCADO+ training in fundraising for BAME organisations as part of a partnership with Black Fundraisers UK and Money4You (formally known as Money4Youth). We also maintained our capacity to provide training around the Public Sector Equalities Duty and the Equalities Act 2010, despite an absence of dedicated funding for this purpose.

During the year, ROTA's work was supported by 4 volunteers who committed a total of over 300 hours.

ROTA membership continues to grow, resulting in a 5% increase, combined with both individual and organisational membership. 2019/20 saw 88 new members join ROTA. We continue to develop our online presence with over 7000 twitter followers and over 600 Facebook page followers.





***Work carried out
in 2019/2020***

Work carried out in 2019/20

2019-20 was a year of success for ROTA despite a very challenging funding and legislative climate. The organisation gained new funding during the year which resulted in ROTA taking on new staff. Due to the commitment of our staff team, volunteers, members and funders, we met all our set targets as well as developing new projects.

ROTA reviewed and updated its Strategic Plan at a board and staff away day, facilitated by an external consultant. We were able to refresh and develop our strategic plan and analyse the complexities of the current environment for race equality and BAMER communities. We continued to discuss collaboration with the Runnymede Trust, BTEG and Voice for Change England and we were active members of the Coalition for Race Equality (CORE).

During the period we had a mixed record on fundraising with a number of successes but more knockbacks and we were unsuccessful in raising funds for our Equality Law Project and replacement funding for our Active Lives Healthy Minds project. This led to staff working on reduced hours through much of the period. The organisation did gain some new funding during the year. This resulted in ROTA being able to maintain a varied portfolio of projects and to take

on some new members of staff and volunteers. Due to the commitment of our staff team, volunteers, members and funders, we met all our set targets as well as developing new projects and carrying out a full review of the ROTA Strategic Plan.

Policy Development, voice and representation

In 2019-20, ROTA staff was involved in 21 different policy and decision making bodies, covering a wide range of issues including but not limited to: BAMER community development (HEAR, CORE), voluntary sector (London Plus), cross-equalities (e.g. Equality and Diversity Forum now Equally Ours), health inequalities and developing BAME strategic policy (e.g. CORE – the Coalition for Race Equality and regular meetings with the Race Disparity Unit), CPS National Scrutiny Panel on Racially and Religiously Aggravated Hate Crime; the Anti Bullying Alliance Race and Faith Steering Group; and the HEAR Hate Crime Network. 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 3 consultation documents and met face to face with

over 60 policy makers and stakeholders regionally and nationally. We put pressure on government and public services to promote equality of opportunity for BAME groups and respect human rights. ROTA's policy development work was facilitated by a part time Policy Development Officer post funded by Esmee Fairbairn and Barrow Cadbury charitable trusts. This post was shared with the Runnymede Trust. We were also able to secure funding for the CRÈME project (Communicating the Race Equality Message Effectively) which provided support and training to BAME groups on various communication skills as well as bringing together the communication strategies of Runnymede, BTEG and ROTA.

Information, Research and Awareness Raising:

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

- **In-house publications:** Published 2 online blogs, 4 Policy E-Newsletters, 3 Research Reports. All of these publications are available from our website at rota.org.uk;
- **ROTA events:** Held an AGM for year 18/19 in January 2020 which was followed by a special conference on "Tackling Informal Exclusions" saw over 60 people in attendance. More details of this event is available on our website at rota.org.uk;
- **Consultancy and advice:** As an expert agency on race equality and equality, ROTA 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 40 external events and spoke at an additional 8 conferences, seminars and lectures;
- **Media representation and campaigning:** ROTA's work is evidence based and supported by our research and networking activities and programmes.

Examples of this include our research on Free Schools, on Online Race Hate Crime and on informal school exclusions.

Specific ROTA projects

CRÈME Communications Project

The CRÈME project is a collaboration between ROTA, the Runnymede Trust and BTEG, which began in July 2019. It also offers support and training around communications for other smaller race equality organisations based in London in developing their communications skills and strategies as well as providing support for the three partner organisations in developing their communication needs as well as providing comms support to the CORE collective. Following a successful training event in November on how to develop a press

release, the project saw further training in January on social media. The project is funded by City Bridge Trust under their Cornerstone Project which brings the CRÈME project together with a number of other innovative projects designed to build the capacity of the voluntary and community sector in London.

Coalition for Race Equality (CORE)

In partnership with Voice for Change England, we continue to deliver the secretariat and project development for the Coalition for Race Equality The Secretariat recruited a CORE Development Officer, Karun Maudgil who started in January 2020. The role of the Development Officer is to sharpen the administrative function of CORE, and ensure that meeting minutes are distributed in a timely manner, in order to prevent any potential for mis-



communication between CORE members. The Development Officer has also sought to engage with CORE organisations outside of London, and has met with members in Bristol (BSWN) and Birmingham (BRAP) in February 2020.

Core activities included:

- 2 Steering Group meetings held;
- CORE Twitter: It was agreed that in order for CORE to increase its public profile, a social media account (and website) should be established, and that Twitter would be the most effective platform. CORE subsequently created its Twitter page in March 2020, which now has over 300 followers.
- Electoral Hustings: Successful hustings were held by CORE members in Croydon, Manchester, Leicester and Bristol (the Leicester and Manchester debates were the only public debates between the candidates). The hustings success was demonstrated by the fact that the CORE members involved were invited back to organise similar activity during this year's Mayoral Elections (which were eventually cancelled due to COVID19).
- Windrush Press Release: 13 CORE members endorsed The Runnymede Trust's March 2020 press release, in

response to the Government's "Windrush Lessons Learned Review". The press release included 8 recommendations including: an unequivocal apology to those affected by the injustices, the appointment of an independent advisory group and chair reporting directly to No.10, increasing accessibility to the Windrush Compensation Scheme, and scrapping hostile environment policies.

Active Lives Healthy Minds

We held a highly successful conference to end the three years of this project and celebrate the work of ROTA and our partners. The event was attended by around 60 people including the Reaching Communities grants officer.

REACT Project

We completed our REACT transnational EU project on online race hate. The activities ended with a conference in Brussels and the publication of a number of online and printed toolkits and other resources.

Awards for All and Children in Need

The Awards for All involved a project recruiting and training mentors for young BAME people in London and Slough. The Children in Need project involved working with young people in two





different BAME youth organisations to find out the issues that concerned the young people.

The Avocado+ project

In October 2019 and in collaboration with Money4YOUTH (now known as Money4YOU) and Black Fundraisers UK, the AVOCADO+ Accelerator programme was launched at London City Hall. This is an innovative project to improve sustainability, fundraising confidence and leadership of BAMER charities and social enterprises, funded by the Tudor Trust. The project supported 12 organisations with their fundraising and governance through training days and one-to-one support.

Policy Officer post

Kimberly McIntosh continued to provide high quality policy interventions for ROTA as part of a partnership with the Runnymede Trust. She also provided the secretariat for the All Party Parliamentary Group on Race and Community chaired by David Lammy MP.

Education work

The Augar Review of Post-18 Education and Funding was published in May 2019. ROTA considered the Report in terms of how its recommendations may influence BAME students' and prospective students' decisions to apply to university and their choice of course. Our views are presented in September, in a

Research Report titled "Mind the Gap: Choice, Opportunity and Access in Higher Education for UK Domiciled BAME students". This is available on our website at rota.org.uk.

ROTA's main educational research focused on changing and challenging the illegal practice of informal exclusions from school.

Informal exclusions, which disproportionately affect some BAME young people, were investigated through desk research, Freedom of Information Requests to Local Authorities, focus groups with young BAME people and interviews with teachers, youth organisations, supplementary schools and youth offending teams. A mid-project conference and round-table event was held in January 2020, following our AGM. Speakers included legal advisers and the ROTA research team.

The research was interrupted by Covid-19 in March 2020, but we continued with desk research and remote interviewing where possible, with blog postings and updates on findings with partner organisations.

In view of increasing concerns about the support that would be offered to children informally excluded from school prior to the Covid-19 lockdown, online meetings were scheduled with the

Department for Education and Ofqual to take place in the following months.

Skills development

ROTA aims to increase the capacity of BAMER 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 BAMER individuals to fight discrimination and become champions in helping to promote equality of opportunity.

We continue to work with our partner organisations to develop the governance

of their respective organisations and the management of their projects. To this respect we have supported Ilay (a Somali organisation in West London) and the Network of Eritrean Women with the development of their organisational policies and to put structures in place within their organisations to run activities and projects. Our work on the Avocado Accelerator project provided intensive capacity-building support for 8 BAMER organisations.





FIRE EXIT
KEEP CLEAR

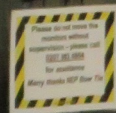
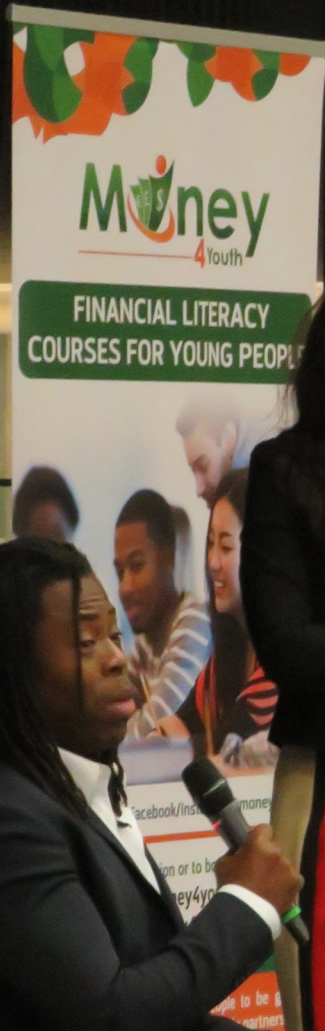
***Future work
and funders***

Future work and funders

Subject to satisfactory funding arrangements, ROTA will continue delivering its work to meet 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 BAMER Third Sector and the communities it was set up to serve.

We intend to:

- Continue to develop ROTA as an independent research and social policy charity which focuses on the issues of Black, Asian and ethnic minority (BAMER) and Refugee communities;
- Seek new funding for education work and to develop new projects;
- Continue to develop training on Equality Act 2010 and on Holding Public Authorities to Account using the Public Sector Equality Duty - subject to funding available;
- Develop an Equality Assessment Framework and related training;
- Develop a micro-site for an on-line tool kit of communications resources;
- Continue producing publications;
- Hold events on key policy issues;
- Contribute to producing external publications, speak at external events and sit on various decision-making bodies;
- Consult with the BAME sector on health, education and criminal justice and from the consultation develop policy responses and projects;
- Continue partnership working Money4YOU on the Avocado+ Accelerator Programme;
- Be a public voice against structural racism in the media;
- Facilitate and champion collaborative working in the BAMER voluntary sector;
- Diversify our funding base by exploring appropriate relationships with private sector organisations;
- Work on a basis of collaboration rather than competition through projects like CORE and CRÈME with other BME-led organisations.



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 2019-20 our work benefitted from funding relationships with:

- City Bridge Trust, Cornerstone Fund
- Trust for London
- Esme Fairbairn / Barrow Cadbury Trust
- Rights, Equality and Citizenship Programme
- The Tudor Trust
- The Barrow Cadbury Trust Pooled Fund



***Board members,
staff and
volunteers***

Board members, staff and volunteers

Current staff and volunteers

- Chief Executive: Maurice McLeod (14 Sept 2020)
- Finance Manager: Evis Bodlli
- Office Manager: Saifur Valli
- Communications Project Officer: Lee Pinkerton
- Crème Project Multi-Media Assistant: Eva Bor (Feb 2021)
- CORE Development Officer: Karun Maudgil
- Part-Time Policy Officer: Alba Kapoor (Aug 2020)
- Volunteer Coordinators:
 - Kirit Mistry (Feb 2021)
 - Sasha Mckoy (Feb 2021)
- Education Policy Researcher: Eleanor Stokes

Current Board members

- Ali Ahmed (Chair)
- Gifford Sutherland
- Gurpreet Virdee (Treasurer)
- Dr Karim Murji
- Lorraine Dongo (Vice - Chair)
- Dr Tele Amuludun
- Keiko Okawa
- Jasber Singh

Staff and Volunteers who left during the year

- Chief Executive: Andy Gregg (14 Sept 2020)
- Youth Project Development Officer: Muna Hassan (31 Mar 2020)
- Project Officer: Poornima Karunacadacharan (10 Oct 2020)
- Part-Time Policy Officer: Kim McIntosh (1 May 2020)

Board members who left during the year

- Maurice McLeod (9 Jul 2020)

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 Independent Examiner'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 2020

	<u>2020</u>		<u>2019</u>	
	£	£	£	£
Fixed assets				
Tangible assets		0		126
Total fixed assets		0		126
Current assets				
Debtors	7,177		2,034	
Cash at bank and in hand	143,842		149,537	
Total current assets	151,020		151,571	
Creditors: amounts falling due within one year	(56,421)		(26,460)	
Net current assets/(liabilities)		94,598		125,111
Total assets less current liabilities		94,598		125,237
Net assets		94,598		125,237
The funds of the charity:				
Restricted funds		28,890		48,248
Unrestricted funds:				
General fund	65,708		76,988	
Total unrestricted funds		65,708		76,988
Total charity funds		94,598		125,237

***Summary of
income and
expenditure***

Summary of Income and Expenditure
for the year ended
31 March 2020

	<u>Year ended 31 March 2020</u>			<u>Year ended 31 March 2019</u>		
	<u>Restricted Funds</u>	<u>Unrestricted Funds</u>	<u>Total</u>	<u>Restricted Funds</u>	<u>Unrestricted Funds</u>	<u>Total</u>
	£	£	£	£	£	£
Income from:						
Donations and legacies		1,764	1,764	-	1,712	1,712
Income from charitable activities:						
Voluntary income	186,656	-	186,656	285,352	-	285,352
Income from other activities:						
Fees and sundry	-	2,367	2,367	19,197	2,750	21,947
Investment income	-			-	-	-
Total Income	<u>£186,656</u>	<u>£4,131</u>	<u>£190,786</u>	<u>£304,549</u>	<u>£4,462</u>	<u>£309,011</u>
Expenditure on:						
Raising funds	6,074	1,520	7,594	8,342	3,247	11,589
Charitable activities	199,940	13,892	213,831	299,399	4,957	304,356
Total Expenditure	<u>£206,014</u>	<u>£15,412</u>	<u>£221,425</u>	<u>£307,741</u>	<u>£8,204</u>	<u>£315,945</u>
Net income / (expenditure) and net movement of funds for the year	(19,358)	(11,281)	(30,639)	(3,192)	(3,742)	(6,934)
Reconciliation of funds						
Total funds brought forward	48,248	76,989	125,237	51,440	80,731	132,171
Total funds carried forward	<u>£28,890</u>	<u>£65,708</u>	<u>£94,598</u>	<u>£48,248</u>	<u>£76,988</u>	<u>£125,237</u>
	=====	=====	=====	=====	=====	=====

The company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006. The directors/trustees acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies' regime and in accordance with FRS102 SORP. These financial statements were approved by the board on 1 December 2020.

Registered Company number 3425664.



John Smith
John Smith

John Smith

John Smith

John Smith
John Smith School (Trafford)

David Trueman
Commissioning Support for
London

Liz St Clair
Conservative Women's Party

Jonathan Tay
Southwest (Cons)

John Smith
A.S.T.

Helena Soteriou

John Smith
A.S.T.

Gifford Sutherland
Foundation 4 Life

Katy Sheppard
Gamel 4

Carolyn Sullivan
Home Office

Isabel Wallace Smart

Katy Taylor

Jackie Stevenson
Suffolkshire & West Midlands
Probation Trust

Mike Taylor
SOS Probation and Forensic

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**



Resource for London

356 Holloway Road

London N7 6PA

Tel: 020 7697 4093

email: rota@rota.org.uk

web: www.rota.org.uk

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

facebook: facebook.com/ROTA.org

Registered Charity No. 1064975

Company limited by guarantee No. 3425664

www.rota.org.uk