# 2023-24



## ANNUAL REPORT



### roto Race on the Agenda

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Registered Charity No. 1064975 Company limited by guarantee No. 3425664



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## Chair's Report

#### **Chair's Report**

I am delighted to present the Chair's Report for 2023/24. This has been a year of resilience, renewal, and collective achievement—a year in which we have not only navigated challenges but also strengthened our vision to create a measurable impact for racial justice.

Despite operating without a CEO for over a year and navigating a significant leadership transition, ROTA has remained steadfast in our mission. We emerged stronger, financially sustainable, and more resolute in our commitment to racial justice. Our strength lies in our solidarity - staff, trustees, members, and partners working together toward a shared purpose.

In 2023/24, we secured crucial funding to sustain and grow our work. The year also saw a successful recruitment of new staff.

The team worked on enhancing and reviewing our membership by consulting with members via engagement sessions and membership surveys on how we can best collaborate with members to shape ROTA's vision and impact racial justice

On Behalf of the Trustees, I extend heartfelt gratitude to our staff, volunteers, members, funders, and partners. Without them, we could not do the work we are doing.

Together, we have demonstrated that

resilience, solidarity, and a shared vision enable us to continue building a more just and inclusive society.

Let us embrace the coming year with renewed energy, ambition, and hope for a just world. Join us in shaping a future where racial justice is a reality for all.

With deep solidarity and gratitude.

Ali Ahmed ROTA Chair



# Our Vision, Mission and Priorities

1

#### **VISION - THE WORLD WE WANT TO SEE**

#### TOGETHER, WE WILL END RACISM IN BRITAIN

The Britain we want to live in, is one where race no longer has a negative impact on the lives of racialised groups. Everyone should be able to engage with, contribute to and benefit from society to their full potential. Black, Asian and minority ethnic groups will be able to focus their energies on thriving, rather than the challenges of racism.

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.

2

#### **MISSION - OUR ROLE IN GETTING US THERE**

#### WE WORK WITH RACIALISED COMMUNITIES TO BRING ABOUT GENUINE STRUCTURAL CHANGE TO END RACIAL INEQUALITY

ROTA's role is to drive for structural change by using evidence and research. The evidence comes from working collaboratively with impacted communities and the organisations that support them. We believe communities impacted by racism, and the organisations which serve them, already know how best we can create anti-racist policies and practices. ROTA works with these groups and uses its lobbying and communications expertise to enable communities to exercise their power.

We abide by the principal of 'nothing about us without us'.

3

#### **OUR PRIORITIES**

ROTA works to challenge racism in all of its forms and in all of the areas it appears. We have identified six priority areas of British life where structural racism has the largest impact. The areas we have identified are:

- Housing
- Health
- Education

- Immigration
- Employment
- Criminal Justice

# Summary of activities in relation to charity's objectives

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

ROTA retained its mission on the charitable objective by providing a unique combination of frontline and infrastructure services to all Black and Global Majority led organisations and Black and Global Majority people, paying particular attention to those who tend to be marginalised or excluded.

ROTA focused its attention on exploring and securing new funding to sustain the organisation, without the leadership of a Chief Executive, for over half of the year.

Some of ROTA's funding is restricted to London but we also operate more widely in England and our move to providing virtual services meant our reach was national.

ROTA's services in 2023 - 24 can be grouped under four categories:

a) Policy Development, Voice and Representation of issues affecting Britain's Black and Global Majority communities by developing responses to consultations and legislative changes, sitting on policy bodies and by supporting staff of other Black and Global Majority and equality organisations to sit at the decision-making table. Attending steering group meeting at Equality Ours and HEAR Network are prime examples of this.

- b) Information, Research and
  Awareness Raising through
  innovative research and
  publications, producing articles,
  blogs and external papers, holding
  events, attending and speaking
  at external events and meetings,
  campaigning and providing
  specialised support, consultancy
  and advice. We held our annual
  conference, chaired by Professor
  Gus John and presented the finding
  from our research report oh
  "Thwarted Ambitions".
- c) Media representation and thought leadership ROTA continued to be present in media. Our CEO made 2 media appearances.
- d) Projects for Capacity-building and Skills Development We held 2 membership engagement sessions and analysed a membership survey.

#### Additional information on objectives and activities

#### Volunteers

Volunteers play a vital role in our work. During the year, our Education Policy Researcher volunteer, supported ROTA who committed over 700 hours.

#### **ROTA Membership**

ROTA membership continued to grow, resulting in a 0.07% increase, composed of both individual

and organisational membership. 2023/24 saw 2 new members join ROTA with the total the total ROTA membership at the year being 2,688. We continue to develop our online presence with over 10K Twitter followers and over 847 Facebook page followers.

#### <u>Fundraising</u>

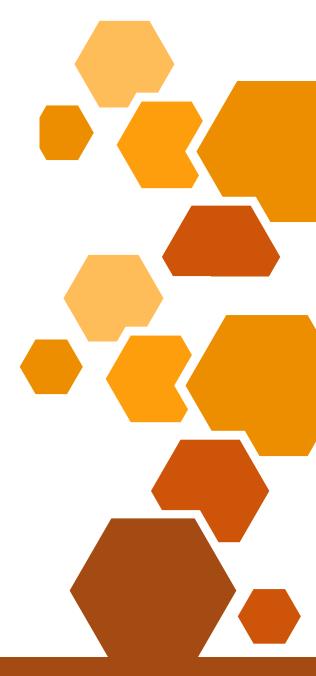
During the period we secured £49k of legacy donation and submitted a number of funding proposals.

- We renewed our contract with Airbnb to continue, as an part of their UK Trust and Safety Alliance.
- We secured Strategic Initiative funding from City Bridge Foundation and Paul Hamlyn to begin the recruitment of a new Chief Executive.
- We initiated our Propel Project by recruiting a Training and Engagement Manager and a Research and Policy Coordinator.
- We initiated strategic planning for a new organisational strategy.
- We successfully recruited a new CEO in December.
- We secured a Planning Grant from Oak Foundation for the initiation of our Housing Project work.

With our increased output of funding bids, we secured funding from City Bridge Foundation and Paul Hamlyn and recruiting a Chief Executive in December 2023.

In January 2024, our Propel project began with the recruitment of a Research and Policy Coordinator, followed by the recruitment of a Training and Engagement Manager in March 2024.

We continue to explore further long-term core funding.



## Work carried out in 2023/24

#### Work carried out in 2023/24

#### INFORMATION, RESEARCH AND AWARENESS RAISING:

Our principal target groups continue to be The Black and Global Majority communities, anti-racist voluntary organisations, policy makers in government and public sector bodies, and funders. We believe in evidence-based policy. We disseminated information and increased awareness of issues affecting the Black and Global Majority communities and other equality groups through:

- In-house publications: Produced 1 email newsletter Research Publications, 1 online blogs and 1 Policy E-Newsletters.
- ROTA events: In May2023,
   Professor Gus John chaired
   ROTA's conference on "Thwarted ambitions" Why do some students choose to withdraw from University?. The conference discussed our Pilot Study on Higher Education indicating that UK-domiciled students from Global Majority and Gypsy, Roma and Traveller communities are more likely to withdraw from university than white students.
- Consultancy and advice: ROTA provided advice and support to public, private and third sector organisations and individuals.
   We advised on the development

- of most recent research project for the Herriot Watt University on the Race and Homelessness programme, where we served on the advisory board.
- External events: ROTA staff continue to attend online and in-person events.

#### **Skills development**

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



## Our year at glance

### ONLINE PRENENCE

- 847 Facebook Page followers
- Over 10,000 Twitter followers
- 5.7K website visits
- Chief executive made 2 media appearances

#### **MEMBERSHIP**

- 0.07% increase in membership
- 2 new members

### FUTURE AND SUSTAINABILITY

- £500 Propel London
- £70k Paul Hamlyn Foundation

#### **PUBLICATIONS**

- 1E-newsletter
- 1 online blog
- 1 Research Publication

# Funders and Partners

#### **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 2023-24 our work benefitted from funding relationships with:

City Bridge Foundation
 Paul Hamlyn Foundation

City Bridge Foundation - Core 1: has provided funding as contribution towards the core costs of the organisation.

City Bridge Foundation - Core 2: this fund is contributing towards salary costs of the CEO.

City Bridge Foundation - Propel: has provided £500,000 over three years (£162,000; £167,000; £171,000). This funding will enable ROTA to expand its delivery of collaborative peer-led research, developing long-term community policy solutions to combat structural racism in London. It will also improve our capacity to train and upskill members of Black and Global Majority-led groups across London, supporting their combined strength, voice and impact.

Paul Hamlyn Foundation: provided funding towards the recruitment of CEO to deliver our strategy as a racial equity infrastructure organization and to advocate for our communities.





# Board members, staff and volunteers

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

#### **Staff & Volunteers**

- Chief Executive: Michael Buraimoh (Dec 2023)
- Operations Manager: Saifur Valli
- Project & Development Manager: Katherine Odukoya
- Research and Policy Coordinator: Kulvinder Nagre (Jan 2024)
- Training and Engagement Manager: Taranjit Chana (March 2024)
- Education Policy Researcher: Eleanor Stokes (Volunteer)

#### **Board members**

- Ali Ahmed (Chair)
- Gifford Sutherland (Treasurer)
- Lorraine Dongo (Vice Chair)
- Dr Tele Amuludun
- Jasber Singh
- Kadra Abdinasir





# Summary of year end position

#### **Summary of end year 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.

	Note	:	2024	2023		
		£	£	£	£	
Fixed assets						
Tangible assets	12		356		859	
Total fixed assets			356		859	
Current assets						
Debtors	13	1,548		11,022		
Cash at bank and in hand		278,859		145,623		
Total current assets		280,407		156,645		
Creditors: amounts falling due						
within one year	14	(9,115)		(4,006)		
Net current						
assets/(liabilities)			271,292		152,639	
Total assets less current						
liabilities			271,648		153,498	
Net assets			271,648		153,498	
The funds of the charity:						
Restricted funds	16		151,261		-	
Unrestricted funds:						
Designated funds	15	65,000		65,000		
General fund	16	55,386		88,498		
Total unrestricted funds			120,387		153,498	

# Summary of income and expenditure

#### Summary of income and expenditure

		Year ended 31 March 2024		Year ended 31 March 2023			
	Notes	Restricted Funds £	Unrestricted Funds £	<u>Total</u> £	Restricted Funds £	<u>Unrestricted</u> <u>Funds</u> £	<u>Total</u> £
Income from: Donations and legacies	2	-	51,456	51,456		3,813	3,813
Income from charitable activities: Voluntary income Income from other activities:	3	217,737	-	217,737	129,455	-	129,455
Fees and sundry	4		-	-	-	25,980	25,980
Investment income		-	-	-	-	-	-
Total Income		£217,737	£51,456	£269,193	£129,455	£29,793	£159,249
Expenditure:							
Raising funds	8	2,688	2,756	5,444	7,914	-	7,914
Charitable activities	5	63,787	81,811	145,599	139,532	38,537	178,069
Total Expenditure		£66,475	£84,567	£151,043	£147,446	£38,537	£185,983
Net income /(expenditure) and no movement in funds for the year	et	151,261	(33,111)	118,150	(17,990)	(8,744)	(26,734)
Reconciliation of funds Total funds brought forward		-	153,498	153,498	17,990	162,241	180,232
Total funds carried forward		£151,261	£120,387	£271,648	-	£153,498	£153,498

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 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 28 October 2024.

Registered Company number 3425664.



#### Join us

ROTA membership is free. ROTA's members are essential in all the work we produce. Without your input, our publications, events, and networks would lack accuracy and depth.

Membership will help keep you up to date with the social policy issues affecting the Black and Global Majority communities.

Membership benefits include:

- Regular email bulletins, policy briefings, consultation responses and reports
- Information on ROTA's upcoming events
- Information on networking opportunities
- The opportunity to participate on policy steering groups

Register at: rota.org.uk/rotamembership



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### www.rota.org.uk