

**CENTRAL SCOTLAND REGIONAL
EQUALITY COUNCIL LIMITED**

**REPORT OF THE DIRECTORS
AND FINANCIAL STATEMENTS**

For the year ended 31 March 2020

**Company number SC208570
Charity number SC010373**

WHITELAW WELLS

Chartered Accountants & Statutory Auditors
9 Ainslie Place
Edinburgh
EH3 6AT

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT AND FINANCIAL STATEMENTS

For the year ended 31 March 2020

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CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT OF THE DIRECTORS

For the year ended 31 March 2020

The directors present their report and financial statements for the year ended 31 March 2020.

Annual Reports are often backward looking in their focus and so when we come to prepare this summary we are always astounded at both how much such a small team have achieved in the year in review but also how much things move on in such a short space of time since the year end.

We aim to give just a flavour of our work, activity and achievements here and in doing so give you a sense of the care and compassion of the team and their determination to make a real difference in the lives of the people we work with to;

- Promote equality
- Fight discrimination
- Foster good relations
- Build partnerships

This year we also discuss the impact of and our response to events of the months since the year end. Without a doubt the impact of the Covid 19 pandemic has been seismic for all people in all nations and the impact at a local level on a regionally based charity such as ourselves has been dramatic.

Even aside from the impact of the pandemic we remain conscious that the challenges faced in achieving 'equality' continue to be a very real issue in the lives of so many people. To this end we have refined and developed our strategy and focus as an organisation and as we move through this new working year we will work with our communities, service users and supporters to develop the principle of 'racial justice'.

In doing so we will refocus on supporting black and minority ethnic peoples as we aim to grow and move on from a mindset where we simply advised and supported those who have suffered harm or inequality to a forward thinking, challenging approach where we seek to work together to;

- Build capacity in our communities
- Challenge the barriers and structures that cause inequality
- Campaign for equality of outcomes
- Seek racial justice in all aspects of Scottish life

To achieve this work, we will focus on developing our most able and representative groups of supporters, advisors, volunteers and staff with real world experiences to inform, shape and lead what we do.

OBJECTIVES AND ACTIVITIES

The objects of CSREC, as laid out in our governing document, are:

- 1) to work towards the elimination of discrimination in all of its forms in Central Scotland made up of the areas of Clackmannanshire, Falkirk and Stirling;
- 2) to reduce inequality and promote a culture of human rights;

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT OF THE DIRECTORS

For the year ended 31 March 2020

OBJECTIVES AND ACTIVITIES (continued)

- 3) to promote equality of opportunity and good relations between people of all communities living and working in Central Scotland; and
- 4) to promote co-operation in the achievement of these purposes.

Our mission has been to work towards a fair Central Scotland, which gives everyone an equal chance to learn, work and live free from discrimination, free from prejudice and free of the fear of harassment and violence.

CSREC has always been opposed to all forms of discrimination and oppression. We actively seek to promote justice and equality of opportunity for all. We remain committed to plan and deliver services in a manner that is transparent, professional, sensitive and that values diversity.

Then & Now - "Have We Been Stuck in a World of Racial Equity?"

Since 1984 CSREC has worked collaboratively with minority communities of the Forth Valley area of Scotland, situated between the cities of Edinburgh in the East and Glasgow to the West.

Everything we do is delivered, shaped or informed by people of colour (PoC) and those from minority ethnic backgrounds whether as service users, staff, volunteers, members, supporters, trustees or advisors drawn from our local communities.

Prejudice, discrimination and hate are insidious and undermine the confidence and self-worth of individuals, their wider family and their communities. In Scotland in 2020 there remain disproportionate outcome gaps for too many PoC/BAME people when compared to the majority population.

The experience of discrimination, prejudice and hate is especially profound when it takes place in your school or college, in public spaces, in your workplace, where you rest or play or in your own neighbourhood. How does anyone achieve or maintain their full potential when they do not have an innate sense of peace and safety when going about their daily work, whilst studying, when socialising or going about their lives?

This is what has inspired our work in the past and continues to do so. "So, we've always done whatever is needed to support people in their time of need"

ACHIEVEMENTS AND PERFORMANCE

Advocacy / Access to Rights / Income Maximisation – In 2019/2020 we worked with over 700 individuals from over 400 families providing advocacy, helping them to access their rights or to maximise their income.

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REPORT OF THE DIRECTORS

For the year ended 31 March 2020

ACHIEVEMENTS AND PERFORMANCE (continued)

‘D’s’ Story – D was under 10 when his mum came to CSREC in 2019 exhausted, repeatedly refused help by her housing authority and his school where he was subject to racist bullying in the playground and in the street. School was threatening to exclude D from activities seeing him as the troublemaker. We helped D’s mum understand her rights enabling her to reclaim her agency and fight for her son to ensure the Headteacher responded properly and supported D, accepting he was the victim.

D remained in school and continued with all his after-school activities and the school responded more sensitively to issues.

Racial Justice - going forward we want to see local education authorities and individual schools acknowledge their public sector equality duty and proactively address their responsibilities to children and young people from minority ethnic backgrounds.

‘M’s Story – 2019 - A local housing office refused ‘M’ help stating he must apply online even when he explained he did not have access to a computer or internet. In frustration he asked CSREC to help. We sent a white volunteer to the same office on the same day and saw the same advisor. We received a paper form straight away! CSREC raised this with the local authority. The LA stated that public computers were available in each office and staff trained to help customers to use them. They acknowledge that reminders would need to be issued.

Racial Justice – Local Authorities and other public sector organisations have a legal duty to promote equality. We will strive to see LAs proactively work to deliver their responsibilities.

Tackling Hate Crime / Access to Justice

‘A’s’ Story - 2019/2020 – ‘A’ is a local business owner and experienced repeated aggression and violence from residents of a nearby hostel. Police officers advised him not to keep calling them and to change his own behaviour and the operation of his shop so as not to ‘attract trouble’. We supported A to understand the local police’s equality duties and how to engage with their senior local commander.

As a result, he negotiated with them to change the focus to that of supporting him and addressing their attentions to the hostel residents instead.

Racial Justice – We will work with partners and community representatives to highlight the ongoing inequalities in the justice system to seek proactive commitments to deliver change.

‘N’s’ Story- ‘N’ found his qualifications are not recognised in the UK so, as for many in his position, he works in the night-time economy as a taxi driver. One night in 2019 a fare assaulted N and made off without paying. N was joined by colleagues, the Police called, and the offender arrested.

Several weeks later he asked the Police about the progress of his case and was asked to attend the local police station. He did so when he was promptly arrested and charged with assault on the original offender who now had an ‘independent’ witness.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT OF THE DIRECTORS

For the year ended 31 March 2020

ACHIEVEMENTS AND PERFORMANCE (continued)

We reviewed the case with N and identified flaws in the investigation helping N find a solicitor he could trust. The case against him continues in 2020 and we await the outcome of these proceedings. N has asked us then to help him draft a complaint to the police about the poor investigation and his wrongful treatment.

Racial Justice – in 2020 PoC and BAME people still suffer disproportionate outcomes from the criminal justice system. We will campaign with others to see these issues acknowledged by public bodies and to see proactive commitments made to achieve change.

Additionally, in the immediate, medium and longer term we will work with individuals, families and community groups to create capacity and develop spaces in which to share and grow. We work with others to co-produce events and develop their own agency. Over the year in review we:

- Hosted a series of EU settlement awareness events and commenced our settlement support service;
- Worked with Falkirk Malayali Kootayma - <https://www.facebook.com/Falkirk-Malayali-Koottayma-FMK-2758677690813525/> supporting them to establish their 1st community event;
- Facilitated a Falkirk based Holocaust Memorial Day commemoration event to mark the 75th anniversary of the liberation of the Auschwitz death camp;
- Facilitated a series of equality, diversity & intersectionality engagement events;
- Worked with Rainbow Muslim Women's Group supporting them to access bikes for their members and young children who couldn't otherwise afford them to benefit from exercise, eco travel and a fun family activity
<https://www.facebook.com/RainbowMuslimWomensGroup/>
- Facilitated Black History Month activities co-hosted with the Central Scotland African Union;
- Supported 'Eid in the Park' a joint event with the Falkirk Muslim Forum; and
- Delivered a number of Bystander & Hate Crime Awareness Events with community and statutory partners.

Forth Valley Communities for Conservation (FVC4C)

Our **Forth Valley Communities for Conservation (FVC4C)** project came to a successful conclusion far exceeding targets and expectations.

Over the life of the project a remarkable 543 tonnes of carbon reduction equating to 2600 tonnes of lifetime carbon reduction a 268% result against target.

Environmental advice is the same regardless of your nationality or ethnicity but BAME people & PoC are disproportionately affected by the impact of climate change, fuel poverty, etc.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT OF THE DIRECTORS

For the year ended 31 March 2020

ACHIEVEMENTS AND PERFORMANCE (continued)

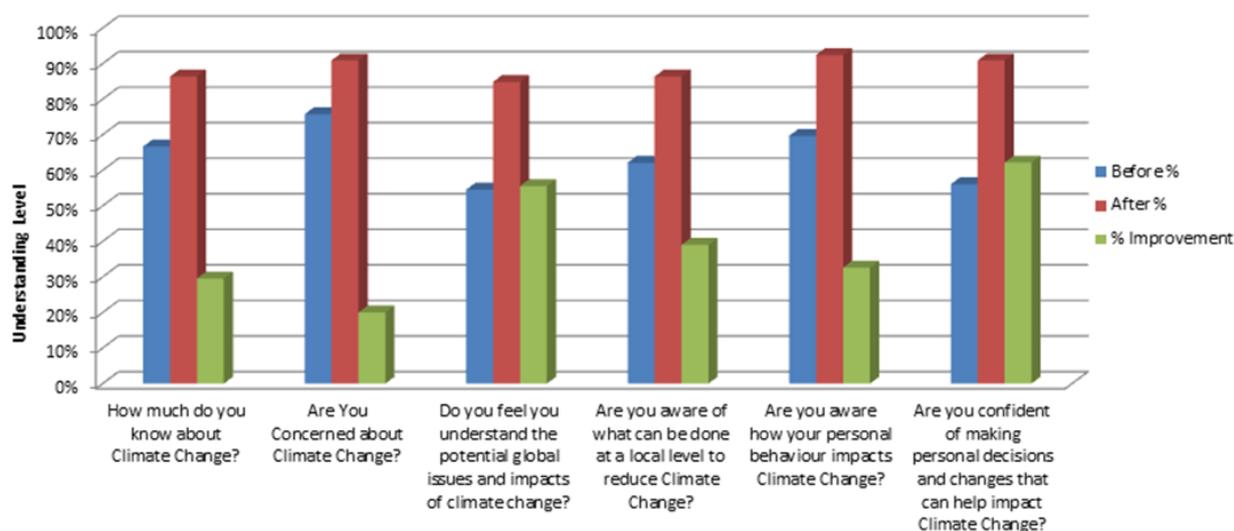
In Scotland this is often because agencies and public bodies do not consider the cultural and language issues required to deliver a successful message. Views and perspectives are shaped by life experiences, cultural context and different outlooks and must be considered when shaping and delivering services.

Work that fails to consider these issues and presents one size fits all solutions will miss the mark. We work with communities to identify barriers and develop solutions that work for them.

FVC4C was a great example of how we work with representatives from our communities to seek to help those minority communities achieve agency and access their full rights within Scottish society.

A closing event to mark the successful conclusion of the project and to mark the launch of our new **One Planet Forth Valley** environmental programme had to be cancelled due to the outbreak of Covid 19 and the implementation of national lockdown.

CARBON CONVERSATIONS Participants understanding of Climate Change



Our **One Planet Forth Valley** environmental programme (funded by Scottish Government through the Climate Challenge Fund managed by Keep Scotland Beautiful) will focus on reducing food waste and developing and promoting the benefits of a circular economy in a diverse and culturally aware manner. But more on this through the year.

Dementia and Care in our Communities

The year also saw the conclusion of our two-year **Dementia and Care in our Communities** project supported with funding from the Life Changes Trust.

REPORT OF THE DIRECTORS

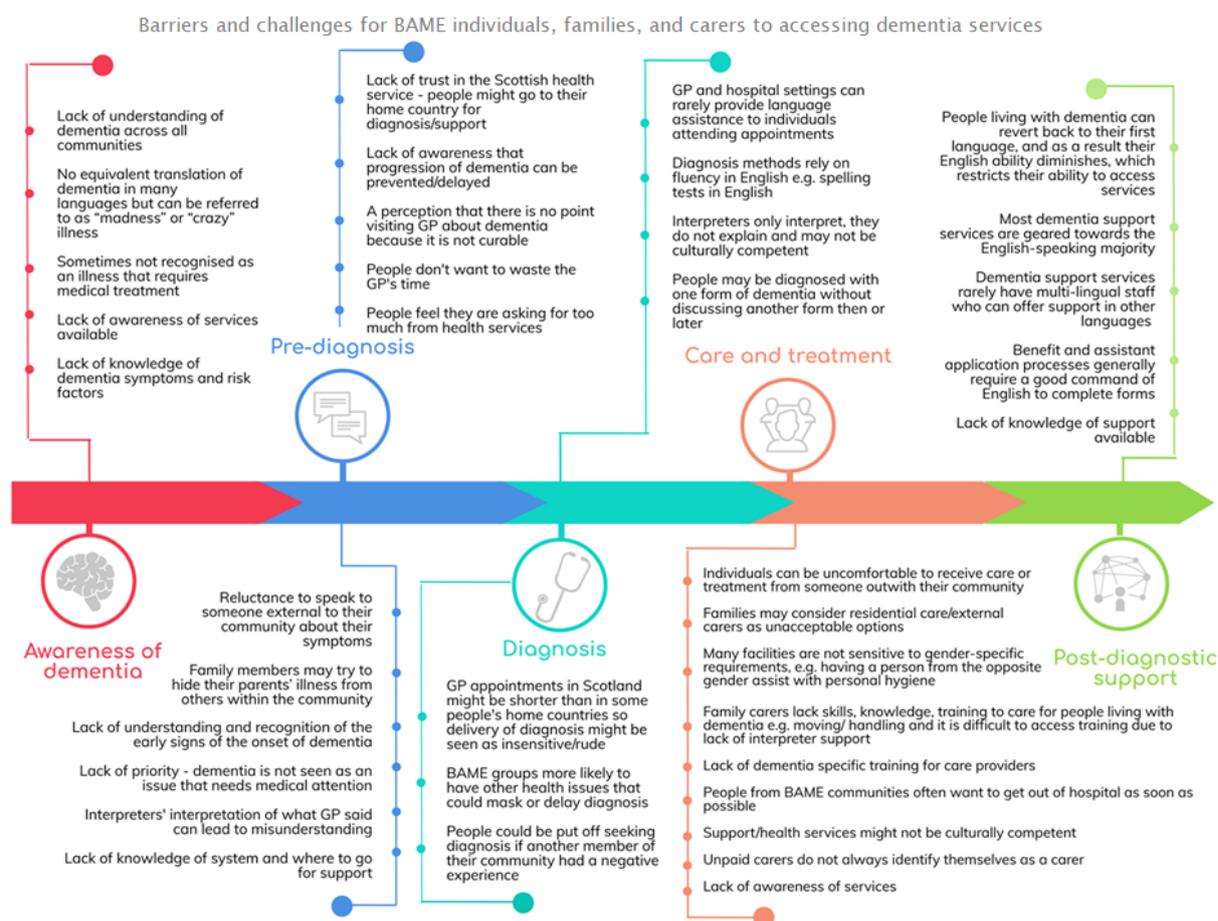
For the year ended 31 March 2020

ACHIEVEMENTS AND PERFORMANCE (continued)

The key aims of the project were:

- To study and develop an understanding of the extent, and impact of dementia on the lives of affected individuals from South Asian, Chinese, East Asian, African, Caribbean, Polish, East European and other minority ethnic backgrounds;
- To study and develop an understanding of the impact on the lives of paid/unpaid carers of those from these backgrounds;
- To provide information to those living with dementia and their carers on relevant dementia related services and where necessary, support them to access these services; and
- To raise awareness about dementia within these communities.

The funders were impressed in the way the project achieved these aims. We continue to work with the funders and their evaluators to ensure that the barriers to accessing good quality health advice and care are tackled ensuring quality services are accessible to all.



CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT OF THE DIRECTORS

For the year ended 31 March 2020

ACHIEVEMENTS AND PERFORMANCE (continued)

We will endeavour to seek additional or continuation funding so we can:

- build on the work which identified the barriers ;
- build longstanding, trusted relationships with community groups in the Forth Valley region; and
- conduct outreach work, and work directly with people living with a diagnosis of dementia and their carers to understand their experiences of living with the condition and support them to access their rights and live their best lives.

Volunteering for All

The year saw our **Volunteering for All** project (supported from the Scottish Government's Volunteering Support Fund 2018-2021) achieve real progress.

Our volunteer coordinator (P/T) was able to review and refresh our volunteer contacts and reinvigorate some longer standing volunteers who had become inactive. In addition, she recruited a number of new volunteers who were able to assist our communities and develop their own skills and experience.

- C a new volunteer from a minority community was successful in applying for a full-time project worker role;
- S helped with preparatory work to update the CSREC website;
- S volunteered for several years with office administration duties and supported at outreach event successfully obtained a permanent role with a government department;
- P has been able to get involved in a range of activities in preparing our new equality hub for opening; and
- A range of volunteers have been recruited to support the new OPFV programme particularly in running the community fridge initiative.

STRATEGIC REVIEW

“So why are we still dealing with the same issues year after year?”

In the first quarter of 2020 the CSREC Board undertook a series of strategy reviews and determined to redesign our approach to adopt a racial justice focus. We are still in the early stages of this development.

We are proud to have the extensive network of connections and healthy relationships we do across Forth Valley but came to realise that we had become inward looking and hadn't maintained these relationships to the best of our abilities.

There are many active and vibrant BAME groups in Clackmannanshire, Falkirk and Stirling all working to improve their communities and perhaps we were not as closely connected with them as we once were.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT OF THE DIRECTORS

For the year ended 31 March 2020

STRATEGIC REVIEW (continued)

CSREC's strength is our network, our experience and our commitment forged over many years seeking equality for all.

We sought feedback from friends, supporters and funders and started to see where we need to grow.

In a series of 'strategy' discussions the Board agreed that CSREC should refocus our work on our origins in race related matters. The Board realised this focus had become diluted over the years as we tried to be all things to all people, promoting equality for all characteristics, to meet the expectations of statutory partners. Somehow, we had 'wandered off our path'.

A new strategy group was established to refocus existing work and develop new approaches to meet our original and revised goals. Additional Board members are being recruited and advisory groups established to ensure our new path is the right one.

The Trustees want to build on the initial purpose of CSREC to promote and achieve equality for PoC/BAME people across our communities.

We will of course continue to advocate for equality for all, but many groups work in the 'equality' arena and for the Trustees it was clear that CSRECs origins and strengths are in the realms of race equality:

- tackling bias, discrimination and racism and
- seeking racial justice for minority individuals, families and communities.

We want to develop programmes to encourage younger PoC to explore the opportunities to fully engage in civic life, to enter local politics, to take up roles with voluntary and charitable groups, to mobilise community feeling and mentor them in the use of statutory levers to seek better outcomes.

Scottish local authorities use participatory budgeting and local planning groups to determine priorities and spending decisions. PoC are not typically represented at these forums and so those in the majority who have the capacity, knowledge or popular appeal are more successful. Our communities can start to drive real change when we engage better in these forums and build real system change.

FINANCIAL REVIEW

CSREC continued to experience challenges due to limited resources but generated a satisfactory financial outcome for the period 2019 – 2020. The charity generated an overall surplus on funds of £26,665 (2019: £99,937). Unrestricted funds increased from £142,498 to £147,717 and restricted funds increased from £25,154 to £46,600, giving total funds of £194,317 (2019: £167,652) as at the year end. The results for the previous year included a £27,594 adjustment related to final settlement of a historic pension liability, as described in note 2.

Funding

Our existing support and advocacy work and the delivery of our new social justice strategy require resources to be fully effective.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT OF THE DIRECTORS

For the year ended 31 March 2020

FINANCIAL REVIEW (continued)

Over the years our local authorities have significantly reduced funding in support of racial equality work and offer nothing to support our racial justice objectives.

To achieve our goals and meet the needs of our communities we must achieve a balanced and sustainable position. Our funding is heavily dependent, directly or indirectly, on government supported activity.

We have always been successful in seeking funding through these and other sources, but we realise that we've inadvertently been chasing funds to deliver projects because they were there but possibly with weaker more tenuous links to our core mission and values.

Having recognised that we have become dependent on certain funders, we are determined to seek out more diversified funds/funders that will enable us to deliver on our principle objectives. This will undoubtedly be challenging in the short to medium term.

There are many challenges which include:

- Lack of funding for POC organisations;
- Funding for Racial Justice work is only for those doing more mainstream /palatable work;
- Funders lack understanding of nuanced and multiple issues connected to racial justice;
- Lack of trust or investment in BIPOC leaders;
- Funding environments create competitive dynamics where only some groups get funding;
- Funding for Racial Justice work is untrusted (or there is simply no understanding of it); and
- Limited support to increase our capacity to fundraise while delivering frontline work or services.

Reserves Policy

The restricted funds received for the year were used for specific purposes laid down by the donor. The capital reserve represents fixed assets purchased using restricted grants. Free reserves, being unrestricted general funds not tied up in fixed assets, amounted to £146,940 at 31 March 2020 (2019: £141,315). As a matter of prudent governance the directors consider that a general fund to cover three months operating and running costs should be maintained, which is approximately £50,000. The directors acknowledge the charity is in excess of this policy but are content with the level of reserves currently held.

Risk Management

The directors continue to assess the major risks to which the company is exposed, in particular those related to the operations and finances of the company, to satisfy themselves that systems are in place to mitigate exposure to the major risks. The directors have examined the major strategic, business and operational risks which might affect the organisation and confirm that systems have been reviewed and the necessary steps taken to lessen these risks.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT OF THE DIRECTORS

For the year ended 31 March 2020

PLANS FOR THE FUTURE

Home Is Where the Heart Is

Over many years we have benefitted from support in kind from Falkirk Council who provided a small amount of office space within one of their community buildings. After several false alarms CSREC was finally given notice in late 2019 to vacate the offices by April 2020 as they were to be reallocated to Council staff as part of their wider property strategy.

After a difficult and lengthy search, we have sourced a large shop unit within the Howgate local shopping centre, and we extend our thanks to their local management team for their support in making this transition possible.

We will be developing our new 'space' as an equality and cultural hub. A shared space where:

- Face to face advice and advocacy can continue to be provided in a safe environment;
- Community groups and individuals can meet, hold activities and host events which educate, promote and enhance the knowledge, awareness and engagement with the many cultures represented across our area;
- We share key messages with the wider majority community and engage and challenge barriers and stereotypes to racial justice; and
- We provide a window/showcase for BAME & PoC who are aspiring artists, designers and creators to display their work to a wide audience and where our communities can develop their skills, try out new ideas and grow in confidence.

So many of our friends, supporters and associated groups have already expressed their excitement at the prospect of being able to access such a facility in the heart of the Falkirk town centre at a location easily reached by road, bus or train. Most groups do not have the funding to acquire their own venue or to constantly have to pay venue fees. Our 'equality hub' is intended to give such individuals and groups access to a space they can develop and make their own to become a thriving centre of activity.

We will work in the year ahead to achieve a secure position where we will have the Centre equipped and open for business, to maintain employment of the current team and give us valuable time to seek continuation, diversified and additional funding to take our work forward for our communities.

COVID 19

The full impact of the Covid 19 pandemic did not take effect until after the end of the normal financial year reporting. In the short to medium term CSREC has been in the largely fortunate position that the bulk of our funding has come from Scottish Government work programmes.

Consequently, we received early advice from funding partners not to furlough staff. Instead we were asked to amend our various project activities in order to continue to work toward the delivery of outcomes in support of our communities.

We have done this and continue to deliver high quality project activity online rather than face to face.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT OF THE DIRECTORS

For the year ended 31 March 2020

PLANS FOR THE FUTURE (continued)

Our major non-governmental support is from Forth Valley Language Services, a not for profit community interest company. Their income dropped significantly during 'lockdown' and so they anticipate the level of support they will be able to offer CSREC in the year 2020/2021 is likely to be diminished.

Therefore, it is anticipated our core costs will exceed our total income for this period. This was discussed at Directors meeting in May & July where it was agreed that they consider CSREC continues to be viable and current reserve levels permit core cost to be supplemented until August 2021 from reserves should this be required. This is in line with the CSREC reserves policy.

Every effort will of course be made during 2020/2021 to seek new sources of funding to support existing work and enable us to develop into new areas and to return to a balanced budget.

We remain positive and optimistic and the CSREC Board is determined to bid for funding and resourcing to do the right work and in turn see real change delivered. Wherever possible we will seek to diversify and develop new funding opportunities to support core costs, the refocus of our priorities and in meeting the practical and material needs of the communities we support.

The Future

We hope this report goes some way to show the breadth and depth of the work we do because we understand that equal access to Health, Housing, Criminal Justice, Education and Work are key to achieving racial justice.

The barriers that prevent BAME people & PoC from accessing their rights are real-world examples of power dynamics at work. Research shows these rights are deeply connected and the magnified challenges faced by the intersectional issues facing an individual or their family are still little understood by those in power.

We will continue to offer regular training to local leaders in our schools, health, councils and other statutory organisations to raise awareness of intersectionality and the need to give it proper consideration when planning and delivering services.

Challenges do of course remain. Statutory bodies across our areas continue to be 'colour blind'. Key managers and leaders still do not see the challenges faced by so many BAME people & PoC.

Consequently this reflects in resourcing decisions, who will or won't be funded, which priorities are the focus of their attention and whether they accept that discrimination, prejudice or hate even exists – Public Sector Manager X, 2019, '...it's all very negative if you talk about hate crime. It's not really an issue is it? We'd rather fund something more upbeat...'

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT OF THE DIRECTORS

For the year ended 31 March 2020

PLANS FOR THE FUTURE (continued)

It has been a long road since CSREC was set up in 1984 and it could be soul destroying to think that all these decades on, we are still battling the system. But, our vision is that through the work and philosophy we've set out above we will lead work and efforts to develop this racial justice model, to dismantle old structures and see the advent of new transformed structures, systems and procedures that finally allow all BAME people & PoC to achieve their full potential and be able to take their place playing a full part in Scottish society.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Central Scotland Regional Equality Council (CSREC) is a company limited by guarantee (SC208570) and a registered charity (SC010373) governed by its Memorandum and Articles of Association. CSREC was established in 1984 and the membership is made up of individuals and any corporate or unincorporated association which is interested in furthering its work. It has operated as a company limited by guarantee since 2000.

Organisational Structure

CSREC is currently governed by a Board of Directors of up to twelve members, whom are elected from the membership. The Board appoints from its members a Membership Panel, Finance and General Purposes Subcommittee and Personnel Subcommittee and may appoint other subcommittees, ad hoc working parties or task groups as required.

Consultant advisors, such as representatives from funding bodies, are invited to attend Board meetings, as well as the Company Secretary and Honorary Vice-President.

Recruitment and Appointment of Directors

The membership panel considers applications from organisations and individuals who are committed to the objects of CSREC. Once a member, an individual can then be proposed and elected to serve as a director, subject to ratification at the AGM.

The Board may also co-opt persons with expertise to offer in a particular subject area. Under the Articles, directors are elected to serve a period of three years but are eligible for re-election for a further three years, up to a maximum of nine years continuous service. Following a lapse of three years, a member is eligible again for election.

Director Induction and Training

New Board members are offered an induction pack and training to cover the following:

- Obligations of the directors
- Recruitment and interviews
- Equality Act 2010 legislation
- Good governance and core standards

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT OF THE DIRECTORS

For the year ended 31 March 2020

REFERENCE AND ADMINISTRATIVE INFORMATION

Company Registration Number
SC208570

Charity Number
SC010373

Registered Office and Operation Address

Unit 8 Howgate Shopping Centre
High Street
Falkirk, FK1 1HG

Manager

Arun Gopinath (resigned 31/08/19)
Martin Fotheringham (appointed 19/08/19)

Directors/Management Board

Kelly Marriot (Chairperson)
Sikander Malik (Vice-Chairperson)

William McChord

(appointed 8 May 2019)

Pat Reid

(resigned 10 December 2019)

Azmat Syed

(resigned 10 December 2019)

Claire Fotheringham

Syed Irfan Zaidi

(appointed 10 December 2019,

Damian Hoggan – Radu

resigned 12 August 2020)

Dr Usman Javed

(resigned 14 August 2019)

Dr Jessica Lindohf

(resigned 19 March 2020)

Sarah Saddiq

(resigned 10 December 2019)

Maria Throp

Independent Examiner

Kevin Cattanach CA
Whitelaw Wells
Chartered Accountants and Registered Auditors
9 Ainsie Place
Edinburgh, EH3 6AT

Bankers

Unity Trust Bank
Nine Brindleyplace
Birmingham, B1 2HB

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT OF THE DIRECTORS

For the year ended 31 March 2020

STATEMENT OF DIRECTORS' RESPONSIBILITIES

The directors are responsible for preparing the Report of the Directors and the financial statements in accordance with the applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the directors to prepare financial statements for each financial year, which give a true and fair view of the state of the affairs of the charitable company and of the incoming resources and application of resources, including income and expenditure, for the financial year.

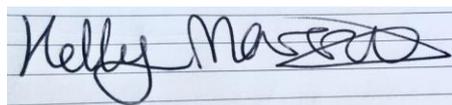
In preparing those financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The directors are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities & Trustees Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). The directors are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

Approved by the board of directors on 28 October 2020 and signed on its behalf by:

A handwritten signature in black ink on a light blue background. The signature appears to read 'Kelly Marriot'.

Kelly Marriot (Chairperson)
Director

**INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF
CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED
for the year ended 31 March 2020**

I report on the accounts for the year ended 31 March 2020 as set out on pages 16 to 28.

Respective responsibilities of the Trustees and the Independent Examiner

The charity's Trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). The charity's Trustees consider that the audit requirement of Regulation 10(1) (a) to (c) of the Charities Accounts (Scotland) Regulations 2006 (as amended) does not apply. It is my responsibility to examine the accounts as required under section 44(1) (c) of the Act and to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination is carried out in accordance with Regulation 11 of the Charities Accounts (Scotland) Regulations 2006 (as amended). An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion in the view given by the accounts.

Independent examiner's statement

In the course of my examination, no matter has come to my attention:

- 1) which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with Section 44 (1)(a) of the 2005 Act, Regulation 4 of the 2006 Accounts Regulations (as amended) and sections 381, 382, and 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records and comply with Regulation 8 of the 2006 Accounts Regulations (as amended)

have not been met; or

- 2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Kevin Cattanach CA
Whitelaw Wells
Chartered Accountants
9 Ainslie Place
Edinburgh, EH3 6AT

28 October 2020

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

**STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating the Income and Expenditure Account)**

for the year ended 31 March 2020

	Notes	Unrestricted Funds £	Restricted Funds £	2020 Total £	2019 Total £
Income and endowments from:					
<i>Donations</i>		6,524	-	6,524	37,525
<i>Charitable activities:</i>					
Grants and contracts for services	4	6,000	212,728	218,728	203,935
Fees for services		350	-	350	20,386
<i>Investments</i>		245	-	245	202
<i>Other income</i>		141	-	141	155
		<hr/>	<hr/>	<hr/>	<hr/>
Total Income		13,260	212,728	225,988	262,203
		<hr/>	<hr/>	<hr/>	<hr/>
Expenditure on:					
Charitable activities	5	18,708	180,615	199,323	189,860
Exceptional item - pension	2	-	-	-	(27,594)
		<hr/>	<hr/>	<hr/>	<hr/>
Total Expenditure		18,708	180,615	199,323	162,266
		<hr/>	<hr/>	<hr/>	<hr/>
Net (expenditure)/income	3	(5,448)	32,113	26,665	99,937
Transfers between funds	12	10,667	(10,667)	-	-
		<hr/>	<hr/>	<hr/>	<hr/>
Net movement in funds		5,219	21,446	26,665	99,937
Total funds brought forward		142,498	25,154	167,652	67,715
		<hr/>	<hr/>	<hr/>	<hr/>
Total funds carried forward		147,717	46,600	194,317	167,652
		<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

The charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 19 to 28 form part of these financial statements.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

BALANCE SHEET

As at 31 March 2020

	Notes	2020 £	2020 £	2019 £
Fixed assets				
Tangible assets	7		1,214	2,668
Current assets				
Debtors	8	75,513		51,008
Cash at bank and in hand		124,768		117,700
		200,281		168,708
Current liabilities				
Creditors: Amounts falling due within one year	9	(7,178)		(3,724)
Net current assets			193,103	164,984
Net assets	12		194,317	167,652
Funds				
Restricted funds			46,600	25,154
Unrestricted funds			147,717	142,498
Total funds	12		194,317	167,652

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for year to 31 March 2020. The members have not required the company to obtain an audit of financial statements for the year to 31 March 2020 in accordance with Section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for:

- (a) ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006.
- (b) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit or loss for each financial year in accordance with the requirement of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

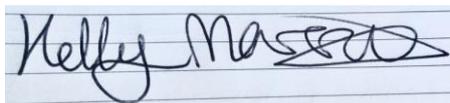
CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

BALANCE SHEET

As at 31 March 2020

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies

The accounts were approved by the Board of Directors on 28 October 2020 and signed on their behalf by:

A handwritten signature in black ink on a light blue background. The signature is cursive and reads "Kelly Marriot".

**Kelly Marriot (Chairperson)
Director**

A handwritten signature in black ink on a light blue background. The signature is cursive and reads "Pat Reid".

Pat Reid (Financial Director)

The notes on pages 19 to 28 form part of these financial statements.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2020

1. Accounting Policies

a) Basis of Accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. Assets and liabilities are initially recorded at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Central Scotland Regional Equality Council Limited meets the definition of a public benefit entity under FRS102.

The charity has taken advantage of the exemption from the requirement to prepare a Statement of Cash Flows as permitted under FRS 102 and the Charities FRS 102 SORP.

The charity has in place funding until 31 March 2022, beyond which it is reliant on the funders renewing their support. The charity maintains regular contact with the funders, reporting on progress and discussing plans for the future. In expectation of ongoing support, the Directors have continued to adopt the going concern basis of accounting which includes the expected impact of Covid-19 to the charity for a period of at least 12 months from the date of signing of these financial statements.

b) Income

Income is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

- Where entitlement is not conditional on the delivery of a specific performance by the charity, income from grants and donations are recognised when the charity becomes unconditionally entitled.
- Where related to performance and specific deliverables, income is accounted for as the charity earns the right to consideration by its performance.
- Income is only deferred when the donor specifies that the donation must only be used in future accounting periods or has imposed conditions that must be met before the charity has unconditional entitlement, and these conditions have not yet been met.
- Investment income and fees for services is recognised when receivable and when the service is provided, respectively.

c) Expenditure

All expenditure is accounted for on an accruals basis and is recognised in the period in which it is incurred. All costs have been directly attributed to one functional category of resources of expenditure in the SOFA. The charity is not registered for VAT and, accordingly, expenditure is shown gross of irrecoverable VAT.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2020

1. Accounting Policies (continued)

- Charitable activities expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries, including governance costs.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examination fees and costs linked to the strategic management of the charity.

d) Tangible Fixed Assets and Depreciation

Assets are initially included at cost. The charity has the policy not to capitalise items under £250. Tangible fixed assets are depreciated on a straight-line basis over their estimated useful lives at the following rates:

- Office furniture and equipment: 33%
- Computer equipment: 33%

e) Fund Accounting

Funds held by the charity are either in an unrestricted general fund, which can be used in accordance with the charitable objectives, or in restricted funds. Restricted funds can only be used for particular purposes as specified by the donor.

f) Financial instruments

Financial instruments comprise financial assets and financial liabilities which are recognised when the charity becomes a party to the contractual provisions of the instrument. They are classified as "basic" in accordance with FRS102 and are accounted for at the settlement amount due which equates to the cost. Financial assets comprise cash, grants receivable and other debtors, and financial liabilities comprise the pension scheme creditor, accruals and other creditors.

2. Exceptional items

Prior to 31 March 2015 the charity participated in the defined benefit Local Government Pension Scheme. In recent years the scheme has been underfunded and each employer has been required to pay annual contributions set at a level designed to pay up the deficit over a number of years. However, the charity withdrew from the scheme on 31 March 2015, thereby crystallising its share of the deficit. The liability was initially valued at £117,000 by an independent actuary and had been recognised in full in the 2015 financial statements, resulting in a net deficit on funds. No payment plan had been agreed, so the liability was recognised as fully payable within one year.

During 2016 the directors entered into negotiations with the pension scheme trustees regarding the size of the liability and the payment terms. The result was that the liability was agreed at £47,000, payable over seven years. A £70,000 adjustment was therefore made in the 2016 financial statements, bringing net funds and net current assets back to surplus.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2020

2. Exceptional items (continued)

During 2019, the pension scheme trustees offered a proposal to the directors to exit the scheme completely and dispense with the need for any further payments which the directors accepted. A £27,594 adjustment was therefore made in the 2019 financial statements, bringing the closing pension liability to £nil.

3. Net (expenditure)/income for the year

	2020	2019
	£	£
<u>This is stated after charging:</u>		
Depreciation	1,454	1,082
Independent Examiner's remuneration – examination fee	1,800	1,440
Independent Examiner's remuneration – other services	863	1,004
	<u> </u>	<u> </u>

4. Grants receivable and contracts for services

	Unrestricted Funds	Restricted funds	2020 Total	2019 Total
	£	£	£	£
Scottish Government				
Voluntary Action Fund	-	34,688	34,688	35,000
Voluntary Action Fund Support Fund	-	9,914	9,914	7,424
Falkirk Council	-	-	-	6,500
Life Changes Trust	-	24,921	24,921	24,921
Stirling Council	6,000	-	6,000	6,000
Climate Challenge Fund	-	118,639	118,639	109,105
Workplace Equality Fund	-	24,566	24,566	-
Skills Development Scotland	-	-	-	14,985
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	6,000	212,728	218,728	203,935
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

Included above are restricted grants amounting to £212,728 (2019: £191,435). All other income was unrestricted in both the current and previous years.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2020

5. Expenditure on charitable activities

	Unrestricted Funds	Restricted Funds	2020	2019
	£	£	£	£
Staff costs (note 6)	12,642	151,835	164,477	140,120
Staff training and recruitment	121	554	675	2,210
Training, conferences and public events	1,422	10,857	12,279	30,548
Rent	(700)	3,982	3,282	700
Telephone	-	2,744	2,744	1,626
Printing, post and stationery	629	1,696	2,325	1,782
Accommodation and travel	-	3,749	3,749	3,056
Subscriptions	53	80	133	1,125
Website	325	-	325	268
Insurance	358	1,139	1,497	912
Miscellaneous	296	-	296	503
Professional and accountancy fees	-	2,622	2,622	2,578
Depreciation	406	1,048	1,454	1,082
Repairs and renewals	168	253	421	350
Bank charges	142	-	142	102
<u>Governance costs</u>				
Independent Examination fee	1,800	-	1,800	1,380
Professional fees	999	-	999	938
Board members' expenses	47	56	103	580
	-----	-----	-----	-----
	18,708	180,615	199,323	189,860
	=====	=====	=====	=====

Included above is restricted expenditure amounting to £180,615 (2019: £176,458). All other expenditure was unrestricted in both the current and previous years.

6. Staff costs

	2020	2019
	£	£
Salaries and wages	154,562	131,470
Social security costs	6,679	5,234
Pension costs	3,236	3,416
	-----	-----
	164,477	140,120
	=====	=====

No employee received emoluments of £60,000 or more in the year.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2020

6. Staff costs (continued)

The average number of employees during the period, calculated on a head count basis, was as follows:

	2020 No.	2019 No.
Senior management and administrative staff	2	2
Project officers	8	8
	10	10
	10	10

One director was reimbursed a total of £103 (2019: Three directors, £580) for travel and other expenses in the year.

7. Tangible Fixed Assets

	Computer Equipment £	Office Furniture & Equipment £	Total £
Cost			
At 1 April 2019	5,737	2,630	8,367
Additions	-	-	-
	5,737	2,630	8,367
At 31 March 2020	5,737	2,630	8,367
	5,737	2,630	8,367
Depreciation			
At 1 April 2019	3,069	2,630	5,699
Charge for year	1,454	-	1,454
	4,523	2,630	7,153
At 31 March 2020	4,523	2,630	7,153
	4,523	2,630	7,153
Net Book Value			
At 31 March 2020	1,214	-	1,214
	1,214	-	1,214
At 31 March 2019	2,668	-	2,668
	2,668	-	2,668

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2020

8. Debtors

	2020	2019
	£	£
Grants receivable	69,766	33,961
Trade debtors	-	11,305
Other debtors and prepayments	5,747	5,742
	<u>75,513</u>	<u>51,008</u>

9. Creditors: Amount falling due within one year

	2020	2019
	£	£
Other creditors and accruals	7,178	3,724
	<u>7,178</u>	<u>3,724</u>

10. Operating lease commitments

At 31 March 2020 the charity had total commitments under non-cancellable operating leases as set out below:-

	2020	2019
	£	£
Within one year	274	722
Within two to five years	-	274
	<u>274</u>	<u>996</u>

11. Taxation

As the charitable company is exempt under the terms of Section 505 of the Income and Corporation Taxes Act 1988, there is no corporation tax charge.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2020

12. Funds Movement

	Balance at 1 April 2019 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2020 £
Restricted Funds					
Scottish Government					
Equality Funding	404	34,688	(34,818)	-	274
Keep Scotland Beautiful	3,820	-	-	(3,820)	-
Voluntary Action Fund	1,479	-	-	(1,479)	-
Voluntary Action Fund – Support Fund	-	9,914	(9,094)	-	820
Voluntary Action Fund Small Grant	1,129	-	-	(1,129)	-
Life Changes Trust	5,657	24,921	(19,207)	-	11,371
NHS Community Food & Health	1,221	-	-	(1,221)	-
National Lottery Awards for All	3,018	-	-	(3,018)	-
Skills Development Scotland	6,941	-	(1,506)	-	5,435
Climate Challenge Fund	-	118,639	(96,391)	-	22,248
Workplace Equality Funds	-	24,566	(18,551)	-	6,015
Capital Reserve	1,485	-	(1,048)	-	437
	-----	-----	-----	-----	-----
Total Restricted Funds	25,154	212,728	(180,615)	(10,667)	46,600
General Unrestricted Fund	142,498	13,260	(18,708)	10,667	147,717
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Total Funds	167,652	225,988	(199,323)	-	194,317
	=====	=====	=====	=====	=====

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2020

12. Funds Movement (continued)

	Balance at 1 April 2018 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2019 £
Restricted Funds					
Scottish Government					
Equality Funding	404	35,000	(35,000)	-	404
Keep Scotland Beautiful	3,820	-	-	-	3,820
Voluntary Action Fund	1,479	-	-	-	1,479
Voluntary Action Fund – Support Fund	-	7,424	(7,424)	-	-
Voluntary Action Fund Small Grant	1,129	-	-	-	1,129
Life Changes Trust	-	24,921	(19,264)	-	5,657
NHS Community Food & Health	1,221	-	-	-	1,221
National Lottery Awards for All	3,018	-	-	-	3,018
Skills Development Scotland	-	14,985	(4,617)	(3,427)	6,941
Climate Challenge Fund	-	109,105	(109,105)	-	-
Capital Reserve	2,533	-	(1,048)	-	1,485
	-----	-----	-----	-----	-----
Total Restricted Funds	13,604	191,435	(176,458)	(3,427)	25,154
General Unrestricted Fund	54,111	70,768	14,192	3,427	142,498
	-----	-----	-----	-----	-----
Total Funds	67,715	262,203	(162,266)	-	167,652
	=====	=====	=====	=====	=====

Scottish Government (Equality Funding): Funding from the Scottish Government to play a role in putting policy makers and service providers together with diverse communities in a way that allows them to communicate effectively. This is done by:-

- Supporting diverse individuals and community groups, public sector agencies and the voluntary sector to make sure they understand their rights and responsibilities under the 2010 Act.
- Working with partners to make sure our communities have a voice in the important decisions that are shaping the way the services will be provided in coming years.

Scottish Government (Keep Scotland Beautiful): Funding from the Scottish Government was received to work within the ethnic communities in improving awareness of the environment, as well as reducing the carbon emissions within the black and ethnic community by between 4-5% in at least 140 households. The project was completed in 2015 when all funds were fully spent therefore the transfer represents costs covered by unrestricted funds for this project.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2020

12. Funds Movement (continued)

Voluntary Action Fund: Funding from the Scottish Government, managed by Voluntary Action Fund, for a project officer to work with schools in Clackmannanshire, Falkirk and Stirling Council areas to deliver workshops to raise awareness on discrimination, sectarianism and prejudice and to develop a toolkit that could be used in schools and the community to tackle sectarianism. The project was completed in 2015 when all funds were fully spent therefore the transfer represents costs covered by unrestricted funds for this project.

Voluntary Action Fund Support Fund: Funding to third sector organisations to create new or enhanced volunteering projects, increasing the diversity of volunteers, especially those from disadvantaged groups and improving opportunities, skills and personal development through volunteering.

Voluntary Action Fund Small Grant Programme: Funding from the Scottish Government, managed by Voluntary Action Fund, for a project to raise awareness and understanding of sectarianism, discrimination and hate crime in Central Scotland covering Clackmannanshire, Falkirk and Stirling council areas. The project was completed in 2015 when all funds were fully spent therefore the transfer represents costs covered by unrestricted funds for this project.

Life Changes Trust: Funding was received to employ a part time Dementia Project Worker who will develop and deliver a support project for people from South Asian, Chinese and East Asian, African and Caribbean, Polish and East European backgrounds, people living with dementia, their carers and members of the community.

NHS Community Food & Health: Funds received for education regarding healthy food and good health within the community. The project was completed in 2015 with underspent funds which the funder has confirmed can be retained hence the transfer to unrestricted funds.

National Lottery Awards for All: Funding was received to help promote good community relations amongst the young people of Falkirk and Central Scotland. The project was completed in 2015 when all funds were fully spent therefore the transfer represents costs covered by unrestricted funds for this project.

Skills Development Scotland: Funding was received to deliver workshops in Stirling and Falkirk. The transfer represents planning and outreach and management and admin costs from unrestricted funds.

Climate Challenge Fund: Funding was received to support the reduction in CO2 levels.

Workplace Equality Fund: Funding was received to support help to promote practise that works to reduce employment inequalities, discrimination and barriers.

Capital Reserve: Representing the net book value of fixed assets purchased with restricted grants.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2020

13. Analysis of net assets between funds

	Unrestricted £	Restricted £	Total £
As at 31 March 2020:-			
Tangible fixed assets	777	437	1,214
Net current assets	146,940	46,163	193,103
	—————	—————	—————
	147,717	46,600	194,317
	=====	=====	=====
	Unrestricted £	Restricted £	Total £
As at 31 March 2019:-			
Tangible fixed assets	1,183	1,485	2,668
Net current assets	141,315	23,669	164,984
	—————	—————	—————
	142,498	25,154	167,652
	=====	=====	=====

14. Company limited by guarantee

The members have indicated that they will contribute £1 each in the event of the winding up of the company.