

**CENTRAL SCOTLAND REGIONAL  
EQUALITY COUNCIL LIMITED**

**REPORT OF THE DIRECTORS  
AND FINANCIAL STATEMENTS**

**For the year ended 31 March 2022**

**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 2022**

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# CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

## REPORT OF THE DIRECTORS

For the year ended 31 March 2022

The Directors, who are Directors for the purpose of company law and Trustees for the purpose of charity law, submit their annual report and the financial statements for the year ended 31 March 2022.

As we look back at this extraordinary year, we are incredibly proud of the achievements we have made as we have risen to the challenge of supporting each other through all the tests and difficulties. As the whole nation was trying to move forward from the COVID-19 pandemic, a lot of careful planning needed to be done to work out a suitable recovery plan for CSREC. However, a real spirit of collaboration and genuine team efforts were the key driving force to focus on what really matters – protecting and supporting ethnic minority people, especially those who are disadvantaged, and ensuring essential support services are carried out to provide the lifeline to those most in need.

This report will highlight the activities and profound achievements of the dedicated small team at CSREC.

Our principal objectives remain the same:

- Promote equality & diversity
- Eliminate discrimination and hate crime
- Promote a culture of Human Rights
- Foster good relations amongst ethnic minorities and other communities

Our main activities and objectives for the year remained focussed on support and guidance, equality of opportunity, and promoting positive community relations. In turbulent times like those we faced over the last year, it was crucial that we listened to our communities. We listened for inspiration so we could proceed in ways different from those we ever thought would be possible.

### 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;
- 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.

# CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

## REPORT OF THE DIRECTORS

For the year ended 31 March 2022

### ACHIEVEMENTS AND PERFORMANCE

In the last financial year, the directors, staff, and volunteers of the Central Scotland Regional Equality Council (CSREC) continued to work together to establish, expand, promote, and deliver on the role of the charity in tackling inequalities and discrimination experienced by many individuals living, working, or studying across Central Scotland.

Having moved to the unit at the Howgate Shopping Centre in Falkirk, a larger more central space, we continued to support the growth of the organisation and provide a safe and welcoming atmosphere to our staff and local communities.

In 2021-22, CSREC reached out to local ethnic minority individuals and community groups to deliver workshops, training sessions, community engagement events, and information sessions through the different projects we run. Over the past year, the demand for our Support and Advice Service, which assists individuals experiencing inequality or discrimination, has risen exponentially.

The organisation maintained its role leading as an active Third-Party Reporting Centre to report hate incidents and hate crimes to Police Scotland. Further, CSREC has worked closely and built partnerships with a wide range of organisations and community groups, reflecting our role as the only equalities and human rights organisation in the Central Scotland region.

To support equality, dignity, and rights for individuals who menstruate, CSREC continued to offer a range of free sanitary products to ensure that lack of access to such items does not impact on their ability to fully participate in life. The products are provided through the Fare Share Scheme and the work is supported by Cyrenians.

### Equality in the Community

Originally funded by the Promoting Equality & Cohesion Fund, the work of our equality team was recognised by the Scottish Government upon our award of the new grant from the Equality & Human Rights Fund. This is a three-year fund with a total award of £72,686 for the first year (1<sup>st</sup> October 2021 – 30<sup>th</sup> September 2022). This work was also supported by grant funding from the Bank of Scotland Reach Fund with a total award of £14,600 for one year (10<sup>th</sup> December 2021 – 11<sup>th</sup> December 2022).

The project works towards achieving the following outcomes:

- 1) People have greater awareness and understanding of their human rights, and how to access them.
- 2) People with protected characteristics have increased access to remedy where their rights have not been upheld.
- 3) People with protected characteristics have increased participation in public life.
- 4) Public services increasingly embed equality and human rights in their strategic planning and their day-to-day functions.

# CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

## REPORT OF THE DIRECTORS

For the year ended 31 March 2022

### ACHIEVEMENTS AND PERFORMANCE (continued)

The project funding allowed us to promote our existing Equality Engagement Officer to Team Manager and hire an additional Project Officer. In the last year, we were able to help over 500 individuals and families with over 750 cases through the Advice and Support service. Our Equality and Engagement Manager conducted 12 training sessions and various other consultations to other organisations across Forth Valley in the same reporting period. Our Equality and Engagement Officer was invited as key speaker at the Amnesty UK event in Edinburgh on 23<sup>rd</sup> October 2021 to speak about the Nationality & Borders Bill to a large audience who engaged in lively discussions. In addition to being qualified as EU Settlement Scheme Advisors, both staff members had completed their OISC Level 1 training and are fully registered as Level 1 Asylum and Protection Advisors.

We successfully introduced our first satellite surgery in Clackmannanshire. This was achieved via positive collaboration with Clacks CAB who kindly agreed to provide us with free office space at their venue in Alloa to run a fortnightly surgery for our valued service users in Clacks. Soon a strong base was formed, and the surgery picked up a regular demand for our support and advice team.

The team have successfully launched our Language Café in October 2021. This is a free weekly drop-in session for language learners to help improve and practise their English language skills. We recruited five volunteers and had well over 100 unique participants by the end of March 2022.

The team have been working with education departments in Clackmannanshire, Falkirk, and Stirling Councils to tackle the upstream causes of racism and discrimination. We had successful progress in the initial planning stages and are currently working with our partners from the education departments in all three local authorities to develop unique anti-racist education programmes for pupils and teachers for the 2022/23 school year.

Through this project, we recorded significant non-financial gains including preventing homelessness, overturning decisions from Universal Credit and local authorities, reinstating access to Council Housing and significantly improving priority within the Council Housing system, avoiding Debt Recovery Enforcement Action and setting up repayment plans, access to blue badges, and foodbank referrals to mention but a few. We have also aided numerous service users by securing accommodation, providing access to legal aid, child protection, assistance in social / council housing applications, access to education, employability support, advice and support on asylum and immigration enquiries, welfare support, aid for domestic violence victims, and assistance for victims of discrimination.

Since November 2021, Falkirk had an influx of asylum-seeking single men who were redispersed into temporary accommodation in the area while their asylum claims were being assessed by the Home Office. The team were able to provide exceptional support to the men through 1-2-1 advice & support, clothing and hygiene donations, social integration, and upskilling as part of a wider support network.

We received £5,000 through the Falkirk Council's Fairer Falkirk Digital Exclusion Fund. This enabled us to provide laptops, Wi-Fi devices, and mobile phones to over 57 beneficiaries in addition to the asylum seekers to help them get digitally connected.

# CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

## REPORT OF THE DIRECTORS

For the year ended 31 March 2022

### ACHIEVEMENTS AND PERFORMANCE (continued)

Our grant from the BEMIS Winter Fund enabled us to identify 53 households that were in dire need and would significantly benefit from monetary payments during the difficult winter months. Through this fund a total of £2,000 was distributed, via one-off payments, to 104 adults and 88 children from a variety of ethnic backgrounds including African, Filipino, Indian, Kurdish, Nepalese, Pakistani, Polish, Syrian, and Travellers. The circumstances varied widely amongst beneficiaries as some had no or low income, were single parent families, had no recourse to public funds, are refugees, suffered from disability, or had long-term illnesses that restricted their ability to work. In addition, most of these beneficiaries were greatly disadvantaged by the COVID-19 pandemic due to loss of income, illness, loss of loved ones, social isolation, or reduced mental wellbeing.

We continued to host student work placements by providing volunteering opportunities as well as support and supervision throughout their placement period. During the reporting period, we supported two law students who were assisting in casework provision, one Master student in Human Rights who was researching the level of prejudice-based bullying reporting in Forth Valley schools over the past 3 years as compared to other local authority areas in Scotland, and one psychology student placement who was studying the levels of bias in the COPFS.

#### One Planet Forth Valley Project

Our 2-year Climate Change project, One Planet Forth Valley (OPFV), which started in April 2020 and was funded once again by the Scottish Government's Climate Challenge Fund, ended in March 2022. The aims of this project were to help people from the Forth Valley understand how materialistic consumption levels affect climate change and help them to change their behaviour patterns to reduce their CO<sub>2</sub>e emissions. The total grant award for this project was £196,155.24.

Despite the challenges we faced over the past two years, we made some significant gains within our community. OPFV hoped to achieve 92.2 tCO<sub>2</sub>e lifetime savings and actually exceeded this by 73%, achieving 159.6 tCO<sub>2</sub>e lifetime savings.

The primary contributor to this was our Community Fridge which redistributed 10,582kg of surplus food over the duration of the Project, saving 39tCO<sub>2</sub>e which equates to lifetime savings of 117.1tCO<sub>2</sub>e. Not only did this save 6,262kg more surplus food from being disposed of than we had originally hoped, but it also had the double benefit of providing a much-needed source of free food to those in need in our community.

Our One Planet Forth Valley online hub also delivered amazing results. The website has reached 3593 unique users, which is an increase of 600% over our target of 600 unique users.

This project had 6 elements: a Community Fridge, fabric upcycling workshops, furniture upcycling workshops, a Swap Shop, Carbon Conversations, and a Forth Valley climate change website. Except for the website, these outcomes were all designed to be in-person activities. As the Covid-19 restrictions were eased, the upcycling workshops and Carbon Conversations, which had to be moved online, were able to be held in-person again.

## CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

### REPORT OF THE DIRECTORS

For the year ended 31 March 2022

#### ACHIEVEMENTS AND PERFORMANCE (continued)

##### Reversing Dementia Barriers Project

When our previous Life Change's Trust's (LCT) funding round ended in December 2020, we were forced to go quiet with our dementia work. Receiving a grant total of £15,000 through the Creating Better Lives in Forth Valley Small Grant fund provided us with a great potential to carry on with the work we previously did for 2.5 years, with a specific focus on dementia prevention. Using the learning captured from our previous work, our aim was to work towards reversing the barriers we identified in ethnic minority communities. The project commenced in October 2021 and will run until the end of September 2022.

For decades much work and research had been conducted around the barriers and challenges faced by ethnic minority communities living with dementia, but no real change materialised. To improve understanding and awareness of dementia and the services available, we wanted to continue raising awareness with direct emphasis on risk reduction and prevention. To achieve this, this project was designed to focus on two main groups: those at high-risk of dementia amongst ethnic minority groups, and unpaid dementia carers across the Forth Valley. The main aim of the project remains to help and encourage ethnic minority people with dementia and their unpaid carers to overcome cultural and other barriers, improve the quality of their lives, and live independently for as long as possible by accessing the help and support that is available and appropriate for their needs.

Through this project, we recruited ten young female adult volunteers from ethnic minority backgrounds and provided them with in-house training to equip them with the necessary knowledge that will assist them in their roles as Dementia Community Ambassadors. We have also collaborated with Age Scotland to provide CPD accredited dementia training for our ambassadors. Once all the training is over, our volunteers will have learned how they can spot the early signs of dementia, which will in turn encourage early diagnosis allowing for better prognosis. Furthermore, the training will give our volunteers the confidence to distinguish high-risk groups within their communities, thus encouraging the prevention approach to dementia.

We continued to raise awareness on dementia for carers from ethnic minority communities by providing free workshops and training sessions in Falkirk and Stirling. Our project coordinator provided interactive general dementia training sessions as well as some tailor-made focus sessions to cover specific topics relevant to attendees such as Power of Attorney and Self-Directed Support.

We have produced a toolkit to provide information and support to people living with dementia from ethnic minority backgrounds. Our "Dementia and Care" information booklet is accessible online via our website and has been translated into Simplified Chinese, Urdu, and Polish. This funding has also enabled us to provide printed copies of the same that are readily available for public to obtain from us free of charge. Our multilingual and culturally aware toolkits were received with resounding success as we were approached by the National Ageing Research Institute at the Royal Melbourne Hospital Victoria, Australia to include our publication as part of a wider global network for linguistically and culturally appropriate dementia materials.

# CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

## REPORT OF THE DIRECTORS

For the year ended 31 March 2022

### ACHIEVEMENTS AND PERFORMANCE (continued)

#### Mental Health & Wellbeing Project

In response to the mental health crisis, exasperated by the COVID-19 pandemic, we gained £19,814 funding from Coalition for Racial Equality and Rights to run a one-year project focusing on improving low levels of mental health amongst our community.

We had seen the effect that COVID-19 had on our community's mental health, the low levels of confidence in the health services amongst ethnic minorities and the difficulties in accessing services due to language barriers. This project helped address these issues, and improve the mental health of EM communities in the Forth Valley, by providing a programme of activities known to help alleviate mental health problem,

The overall aim of the Mental Health and Wellbeing project was to support ethnic minorities in the Forth Valley, who experience reduced mental wellbeing, to help them lead healthier, happier, and more fulfilling lives. The anticipated outcomes of our projects were to:

- 1) Challenge the mental health stigma that prevails among ethnic minority communities.
- 2) Enable, facilitate, and improve access to mental health and wellbeing services among ethnic minority communities.
- 3) Help those who experience reduced mental wellbeing to help them lead healthier, happier and more fulfilling lives.
- 4) To help to reduce, inequalities in accessing mental health and wellbeing provision in the Forth Valley.

We employed a Project Co-ordinator to run a range of activities designed to support self-help amongst participants. Activities included yoga, mindfulness, craft sessions, a wellbeing group, and walking group. In total, we have delivered 57 activities across the Forth Valley to 270 participants.

#### Digital Engagement

We participated in UK Government's Kickstart scheme, which was designed to tackle some of the impact of COVID 19 by creating hundreds and thousands of new, fully funded positions across England, Scotland and Wales.

The grant awarded paid for an employee to work for CSREC on National Minimum Wage for 25 hours a week. This gave us the opportunity to take on a suitably qualified person to focus on improving our digital engagement and online presence over the 6-month duration of the grant from 11 October 2021 to 11 April 2022.

Through our Digital Engagement Officer, we have seen significant improvements in our social media presence and have introduced videos of our events and activities to engage with a broader audience.



# CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

## REPORT OF THE DIRECTORS

For the year ended 31 March 2022

### ACHIEVEMENTS AND PERFORMANCE (continued)

#### The Year of Recovery

As the whole nation was trying to adapt to life after COVID, we had to reflect on the immense impact the pandemic has had on individuals, communities, and organisations. The COVID-19 pandemic has undoubtedly exposed pre-existing disparities for people from ethnic minority communities across the nation, but it had also revealed alarming challenges for charities and other third sector organisations. Worsened by the climate crisis and the cost-of-living crisis, the challenges we collectively face must be properly and effectively addressed.

Notwithstanding CSREC's extensive experience working with people from ethnic minority communities for almost four decades, we were alarmed by the extent of the financial and psychological challenges that have been faced by many families during this difficult period. This has generated an increased demand for our Support and Advice services, and we are actively seeking to generate sufficient funding to continue to deal with the urgent need for support to our local communities.

The increasingly rising challenges of declining mental health and wellbeing due to social isolation and loss of loved ones call for specific address of raising awareness around mental health issues amongst ethnic minority communities. We are seeking additional funding to help lead work on this front over the next year.

The third sector suffered increasing cost of supplies, energy bills, rent, etc. making it unaffordable for many to continue operation. The salaries continue to reduce well behind inflation, making it difficult to retain or support staff. Some planned services had to be reduced or stopped altogether to mitigate the increased costs. Regular donations, grants, and funding pledges were also reduced and devalued, making it much harder to secure for smaller organisations who often lose out to larger nationwide competitors. All of this is being considered and will be addressed over the next year as part of our plans for future development of the organisation.

### FINANCIAL REVIEW

CSREC continued to experience challenges due to limited resources but generated a satisfactory financial outcome for the period 2021 – 2022. The charity generated an overall surplus on funds of £21,173 (2021: deficit of £28,726). Unrestricted funds decreased from £122,623 to £97,423 and restricted funds increased from £42,968 to £89,341, giving total funds of £186,764 (2021: £165,591) as at the year end.

#### Funding

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

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.

# CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

## REPORT OF THE DIRECTORS

For the year ended 31 March 2022

### **Funding (continued)**

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 £94,811 at 31 March 2022 (2021: £120,766). 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 2022

### PLANS FOR THE FUTURE

“A comfort zone is the most dangerous area anyone can stay in. It is a place of no growth and no challenges.” – Brian Cagney, Fear: The 7 Laws of Fear.

As we move into 2022-23, our primary focus is on recovery particularly following the detrimental impact of COVID-19 on our finances. With changes to CSREC’s Board, and the end of three of our main projects, we are determined to make structural changes to enable us to not only continue with the support services that we provide, but also to look closely at expanding and growing so we can offer more services and reach out to disadvantaged people that are often harder to reach.

A dominating issue for CSREC remains our financial stability. The strenuous impact of the coronavirus pandemic laid bare that at times of uncertainty, having a shrewd reserves policy is indispensable in order to survive any unexpected difficulties.

Our stability is currently reliant on our continuity to provide services that are unique and of highest quality to ensure we retain existing funding streams and safeguard our position as the natural partner of choice to the three main local authorities of Clackmannanshire, Falkirk, and Stirling. The lack of core funding has been one of our greatest obstacles and we will focus our efforts on affirming our partnerships and exploring opportunities for a more sustainable operation. To achieve this, we will be looking into different methods of income generation and work towards securing financial sustainability of the organisation. Stability also demands thorough and regular analysis and oversight at Board and Management levels alike. In the year ahead, we will be focusing on organisational structure and strategic planning.

### VOTE OF THANKS

CSREC are forever indebted to all our funders, without whom we would not have survived or achieved our visions. We are most obliged to all our staff members for their perseverance, commitment, and dedication through the most difficult of times to create and maintain a fairer Forth Valley. Our appreciation also goes to our volunteers and members, past and present, for their invaluable support over the years.

And finally, we would like to express our sincere gratitude to Whitelaw Wells, our independent examiners, and to our partner organisations across Central Scotland and throughout Scotland.

### 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 un-incorporated association which is interested in furthering its work. It has operated as a company limited by guarantee since 2000.

# CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

## REPORT OF THE DIRECTORS

For the year ended 31 March 2022

### **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 2022**

**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**  
Elaine Hill  
Eman Hani

**Directors/Management Board**

Kelly Marriot (Chairperson)

William McChord

Pat Reid

Claire Fotheringham

(resigned 20 October 2021)

Barkha Pabra

George Uche Oriahi

(appointed 28 April 2021,  
resigned 13 April 2022)

Paul James Quinn

(appointed 26 April 2021)

Mahmooda Abida Ausat

(appointed 8 June 2021, resigned 14  
September 2022)

**Independent Examiner**

Kevin Cattanach CA

Whitelaw Wells

Chartered Accountants and Registered Auditors

9 Ainslie 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 2022

### 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 27 October 2022 and signed on its behalf by:



**Kelly Marriot (Chairperson)**  
Director

**INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF  
CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED**

**for the year ended 31 March 2022**

I report on the accounts for the year ended 31 March 2022 as set out on pages 14 to 27.

**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

27 October 2022

**CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED**

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

**for the year ended 31 March 2022**

	Notes	Unrestricted Funds £	Restricted Funds £	2022 Total £	2021 Total £
<b>Income and endowments from:</b>					
<i>Donations</i>		11,353	-	11,353	1,557
<i>Charitable activities:</i>					
Grants and contracts for services	<b>3</b>	6,430	227,570	234,000	186,967
Fees for services		1,220	-	1,220	1,570
<i>Investments</i>		46	-	46	61
<i>Other income</i>		80	41	121	18
		-----	-----	-----	-----
<b>Total Income</b>		19,129	227,611	246,740	190,173
		-----	-----	-----	-----
<b>Expenditure on:</b>					
Charitable activities	<b>4</b>	44,329	181,238	225,567	218,899
		-----	-----	-----	-----
<b>Total Expenditure</b>		44,329	181,238	225,567	218,899
		-----	-----	-----	-----
<b>Net income/(expenditure)</b>	<b>2</b>	(25,200)	46,373	21,173	(28,726)
<b>Transfers between funds</b>	<b>11</b>	-	-	-	-
		-----	-----	-----	-----
<b>Net movement in funds</b>		(25,200)	46,373	21,173	(28,726)
Total funds brought forward		122,623	42,968	165,591	194,317
		-----	-----	-----	-----
<b>Total funds carried forward</b>		97,423	89,341	186,764	165,591
		=====	=====	=====	=====

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 17 to 27 form part of these financial statements.



**CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED**

**BALANCE SHEET**

**As at 31 March 2022**

	Notes	2022 £	2022 £	2021 £
<b>Fixed assets</b>				
Tangible assets	6		6,889	1,857
<b>Current assets</b>				
Debtors	7	18,742		29,680
Cash at bank and in hand		165,390		142,336
		184,132		172,016
<b>Current liabilities</b>				
Creditors: Amounts falling due within one year	8	(4,257)		(8,282)
<b>Net current assets</b>			179,875	163,734
<b>Net assets</b>	<b>12</b>		186,764	165,591
<b>Funds</b>				
Restricted funds			89,341	42,968
Unrestricted funds			97,423	122,623
<b>Total funds</b>	<b>11</b>		186,764	165,591

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for year to 31 March 2022. The members have not required the company to obtain an audit of financial statements for the year to 31 March 2022 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 2022**

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 27 October 2022 and signed on their behalf by:



**Kelly Marriot (Chairperson)  
Director**



**Pat Reid (Financial Director)**

The notes on pages 17 to 27 form part of these financial statements.

# CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

## NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2022

### 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 2023, 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 2022

### 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.

**CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS**

**For the year ended 31 March 2022**

**2. Net income/(expenditure) for the year**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	
<u>This is stated after charging:</u>		
Depreciation	1,983	1,585
Independent Examiner's remuneration – examination fee	1,680	2,130
Independent Examiner's remuneration – other services	740	720
	-----	-----

**3. Grants receivable and contracts for services**

	<b>Unrestricted Funds</b>	<b>Restricted funds</b>	<b>2022 Total</b>	<b>2021 Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Scottish Government				
Voluntary Action Fund	-	19,972	19,972	26,250
Voluntary Action Fund Support Fund	-	-	-	9,094
Voluntary Action Fund Support Fund				
- underspend	-	-	-	(2,354)
Community Wellbeing Fund	-	7,262	7,262	2,000
Life Changes Trust	-	15,000	15,000	2,500
Life Changes Trust - underspend	-	994	994	(995)
Stirling Council	6,000	-	6,000	6,000
Climate Challenge Fund	-	84,615	84,615	57,919
Workplace Equality Fund	-	-	-	24,566
Workplace Equality Fund - underspend	-	699	699	(9,988)
Tackling Isolation and Loneliness Fund	-	-	-	12,000
Peoples Postcode Trust	-	-	-	19,995
Wellbeing Fund	-	-	-	39,980
REACH Fund	-	14,600	14,600	-
BEMIS Winter Support Fund	-	2,000	2,000	-
COVID-19 Digital Exclusion Fund	-	5,000	5,000	-
Global Majority Fund	-	15,852	15,852	-
Equality and Human Rights Fund	-	54,515	54,515	-
Kickstart	-	6,554	6,554	-
Scottish Community Alliance	-	207	207	-
Refugee Festivals Scotland Fund	-	300	300	-
South East Asia Fund	430	-	430	
	-----	-----	-----	-----
	6,430	227,570	234,000	186,967

Included above are restricted grants amounting to £227,570 (2021: £180,967). 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 2022**

**4. Expenditure on charitable activities**

	<b>Unrestricted</b>	<b>Restricted</b>		
	<b>Funds</b>	<b>Funds</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Staff costs (note 5)	38,141	152,102	190,243	172,537
Staff training and recruitment	1,380	1,065	2,445	236
Training, conferences and public events	240	10,926	11,166	34,164
Rent and rates	-	742	742	(3,952)
Heat and Light	-	2,203	2,203	1,319
Telephone	203	1,790	1,993	3,253
Printing, post and stationery	198	342	540	221
Accommodation and travel	38	763	801	253
Subscriptions	429	831	1,260	701
Publicity	-	139	139	-
Website	568	1,944	2,512	1,090
Insurance	189	-	189	626
Miscellaneous	73	111	184	182
Professional and accountancy fees	(1,610)	2,707	1,097	2,479
Depreciation	1,371	612	1,983	1,585
Repairs and renewals	916	4,591	5,507	1,206
Bank charges	143	-	143	149
<u>Governance costs</u>				
Independent Examination fee	1,680	-	1,680	2,130
Professional fees	370	370	740	720
	<hr/>	<hr/>	<hr/>	<hr/>
	44,329	181,238	225,567	218,899
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

Included above is restricted expenditure amounting to £181,238 (2021: £191,966). All other expenditure was unrestricted in both the current and previous years.

**5. Staff costs**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Salaries and wages	175,771	159,363
Social security costs	9,445	8,804
Pension costs	5,027	4,370
	<hr/>	<hr/>
	190,243	172,537
	<hr/> <hr/>	<hr/> <hr/>

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 2022**

**5. Staff costs (continued)**

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

	<b>2022</b>	<b>2021</b>
	<b>No.</b>	<b>No.</b>
Senior management and administrative staff	3	2
Project officers	6	6
	9	8
	9	8

No director was reimbursed expenses in the current or previous year.

**6. Tangible Fixed Assets**

	<b>Computer Equipment</b>	<b>Office Furniture &amp; Equipment</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cost</b>			
At 1 April 2021	7,325	3,271	10,596
Additions	4,522	2,493	7,015
	11,847	5,764	17,611
At 31 March 2022	11,847	5,764	17,611
	11,847	5,764	17,611
<b>Depreciation</b>			
At 1 April 2021	5,895	2,844	8,739
Charge for year	1,700	283	1,983
	7,595	3,127	10,722
At 31 March 2022	7,595	3,127	10,722
	7,595	3,127	10,722
<b>Net Book Value</b>			
At 31 March 2022	4,252	2,637	6,889
	4,252	2,637	6,889
At 31 March 2021	1,430	427	1,857
	1,430	427	1,857

**CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS**

**For the year ended 31 March 2022**

**7. Debtors**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Grants receivable	18,172	28,041
Trade debtors	570	1,450
Other debtors and prepayments	-	189
	<hr/>	<hr/>
	18,742	29,680
	<hr/> <hr/>	<hr/> <hr/>

**8. Creditors: Amount falling due within one year**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Other creditors and accruals	4,257	8,282
	<hr/>	<hr/>
	4,257	8,282
	<hr/> <hr/>	<hr/> <hr/>

**9. Operating lease commitments**

At 31 March 2022 the charity had total commitments under non-cancellable operating leases as set out below:-

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Within one year	-	-
Within two to five years	-	-
	<hr/>	<hr/>

**10. 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 2022**

**11. Funds Movement**

	<b>Balance at 1 April 2021 £</b>	<b>Income £</b>	<b>Expenditure £</b>	<b>Transfers £</b>	<b>Balance at 31 March 2022 £</b>
<b>Restricted Funds</b>					
Scottish Government					
Equality Funding	6,059	19,972	(16,215)	-	9,816
Life Changes Trust	1,630	15,994	(6,288)	-	11,336
Skills Development Scotland	5,435	-	-	-	5,435
Climate Challenge Fund	6,677	82,121	(78,050)	-	10,748
Community Wellbeing Fund	-	7,262	(1,644)	-	5,618
BEMIS Scotland	5,144	-	(5,110)	-	34
Peoples Postcode Trust	18,023	-	(17,786)	-	237
REACH Fund	-	14,600	(4,279)	-	10,321
BEMIS Winter Support Fund	-	2,000	(2,000)	-	-
COVID-19 Digital Support Fund	-	2,859	(2,859)	-	-
Global Majority Fund	-	15,852	(7,054)	-	8,798
Equality and Human Rights Fund	-	54,515	(33,143)	-	21,372
Equal and Inclusive Workplace	-	699	-	-	699
Kickstart	-	6,554	(6,204)	-	350
Scottish Community Alliance	-	207	(207)	-	-
Refugee Festivals Scotland Fund	-	300	-	-	300
Capital Reserve – CCF Fund	-	2,494	(69)	-	2,425
Capital Reserve – COVID-19 Digital Fund	-	2,182	(330)	-	1,852
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Total Restricted Funds</b>	<b>42,968</b>	<b>227,611</b>	<b>(181,238)</b>	<b>-</b>	<b>89,341</b>
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>General Unrestricted Fund</b>	<b>122,623</b>	<b>19,129</b>	<b>(44,329)</b>	<b>-</b>	<b>97,423</b>
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Total Funds</b>	<b>165,591</b>	<b>246,740</b>	<b>(225,567)</b>	<b>-</b>	<b>186,764</b>
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

**CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS**

**For the year ended 31 March 2022**

**11. Funds Movement (continued)**

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2021 £
<b>Restricted Funds</b>					
Scottish Government					
Equality Funding	274	26,250	(20,465)	-	6,059
Voluntary Action Fund – Support Fund	820	6,740	(7,560)	-	-
Life Changes Trust	11,371	1,505	(11,246)	-	1,630
Skills Development Scotland	5,435	-	-	-	5,435
Climate Challenge Fund	22,248	57,919	(73,490)	-	6,677
Workplace Equality Funds	6,015	14,578	(27,942)	7,349	-
Scottish Government Wellbeing Fund	-	39,980	(40,800)	820	-
Community Wellbeing Fund	-	2,018	(1,198)	(820)	-
BEMIS Scotland	-	12,000	(6,856)	-	5,144
Peoples Postcode Trust	-	19,995	(1,972)	-	18,023
Capital Reserve	437	-	(437)	-	-
	-----	-----	-----	-----	-----
<b>Total Restricted Funds</b>	<b>46,600</b>	<b>180,985</b>	<b>(191,966)</b>	<b>7,349</b>	<b>42,968</b>
	-----	-----	-----	-----	-----
<b>General Unrestricted Fund</b>	<b>147,717</b>	<b>9,188</b>	<b>(26,933)</b>	<b>(7,349)</b>	<b>122,623</b>
	-----	-----	-----	-----	-----
<b>Total Funds</b>	<b>194,317</b>	<b>190,173</b>	<b>(218,899)</b>	<b>-</b>	<b>165,591</b>
	=====	=====	=====	=====	=====

**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.

## CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2022

#### 11. Funds Movement (continued)

**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.

**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.

**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.

**Scottish Government and Community Wellbeing Fund:** Funding received to promote wellbeing.

**BEMIS Scotland:** Funding was received to support help to tackle Isolation and Loneliness.

**Peoples Postcode Trust:** Funding was received to support help to achieve racial equality and justice.

**REACH Fund:** Funded for the same reasons as the the Equality and Human Rights Fund, this funding was to employ a female Project Officer to support members of the community who would feel more comfortable with a female worker, to ensure we are able to maximise our reach within the community.

**BEMIS Winter Support Fund:** To provide micro-grants to members of the ethnic minority communities help with financial support for those most in need.

**COVID-19 Digital Support Fund:** Provide tech (laptops, wifi and/or mobile phones) and support to members of the ethnic minority community who were most in need and had been detrimentally affected by COVID-10

**Global Majority Fund (CRER):** To help address issues and improve the mental health of ethnic minority communities in the Forth Valley by providing a programme of activities known to help alleviate mental health problem, as well as professional mental health counsellors, with interpreters, to help our service users work through the root cause of their mental health problems.

**CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS**

**For the year ended 31 March 2022**

**11. Funds Movement (continued)**

**Equality and Human Rights Fund:** Funded to reduce the negative effects of inequality and marginalisation experienced by Minority Ethnic individuals across the Forth Valley via a Support and Advice Service, and enable them to engage with the wider public to enhance community cohesion and prevent discrimination via Job and Entrepreneurship language cafés.

**Equal and Inclusive Workplace:** Funded to work with mainstream private employers and their employees to improve knowledge, skills and practices to address employment inequalities within the workplace whilst creating a more inclusive working environment. Additionally, to engage with potential ethnic minority individuals and support them in workplace progression.

**Kickstart:** Falkirk Council provided us with Grant funding from DWP to provide six months of paid employment for young people, including employability support to develop their work skills and to help them find future employment. This enabled us to employ a Digital Engagement Officer.

**Scottish Community Alliance:** A community learning exchange programme for the One Planet Forth Valley team.

**Refugee Festivals Scotland Fund:** Working collaboratively with the 'Rediscovering the Antonine Wall' team with the new asylum seekers to introduce the history of their new local area in which they had been placed into and enable feel a connection to the area.

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

**12. Analysis of net assets between funds**

	Unrestricted	Restricted	Total
	£	£	£
<b>As at 31 March 2022:-</b>			
Tangible fixed assets	2,612	4,277	6,889
Net current assets	94,811	85,064	179,875
	-----	-----	-----
	97,423	89,341	186,764
	=====	=====	=====
	Unrestricted	Restricted	Total
	£	£	£
<b>As at 31 March 2021:-</b>			
Tangible fixed assets	1,857	-	1,857
Net current assets	120,766	42,968	163,734
	-----	-----	-----
	122,623	42,968	165,591
	=====	=====	=====

**CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS**

**For the year ended 31 March 2022**

**13. Company limited by guarantee**

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