

**CENTRAL SCOTLAND REGIONAL  
EQUALITY COUNCIL LIMITED**

**REPORT OF THE DIRECTORS  
AND FINANCIAL STATEMENTS**

**For the year ended 31 March 2023**

**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 2023**

<b>CONTENTS</b>	<b>PAGE</b>
Report of the Directors	1
Independent Examiner's Report	13
Statement of Financial Activities (incorporating the Income and Expenditure Account)	14
Balance Sheet	15
Notes forming part of the financial statements	17

# CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

## REPORT OF THE DIRECTORS

For the year ended 31 March 2023

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 2023.

### 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.

### ACHIEVEMENTS AND PERFORMANCE

Throughout the last financial year 2022/23, the directors, staff, and volunteers of the Central Scotland Regional Equality Council (CSREC) worked together to expand, promote, and deliver on the role of the charity in tackling racial inequalities and discrimination experienced by ethnic minority individuals living, working, or studying in the Central Scotland region.

We have strengthened our presence in Clackmannanshire and have been running a regular fortnightly outreach surgery from Alloa since January 2022. We continued to support the growth of the organisation by expanding our fortnightly outreach surgeries into Stirling from January 2023. Both outreach surgeries have been successful and continue to provide a safe, welcoming, and supportive atmosphere to our local communities in Clackmannanshire and Stirling.

In 2022/23, CSREC engaged with local ethnic minority communities and third sector organisations to design and deliver bespoke workshops and training sessions, in addition to planning and running various community engagement events. Over the past year, we have seen a constant rise in the demand for our Support and Advice Service, which assists individuals experiencing inequality or discrimination. Our team of professional advisors have upskilled their knowledge and are now OISC registered at Level One for Immigration advice and Asylum & Protection advice, as well as EU Settlement Scheme.

In recent years, like many other organisations, there have been numerous crises and challenges that affected individuals and organisations alike. From the COVID-19 pandemic to the energy crisis and cost-of-living crisis, these challenges shaped and restricted our approach to response processes. CSREC has been tirelessly working on refocussing our core aims to address what we were initially established for: tackling race inequality across Central Scotland. Our constitutional and governing documents were amended towards the end of last year to reflect this essential change.

# CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

## REPORT OF THE DIRECTORS

For the year ended 31 March 2023

### **ACHIEVEMENTS AND PERFORMANCE (continued)**

Our partnerships have grown bigger than ever. Last year, we began a successful partnership with First Step Developments, a charity that offers support to individuals who are recovering from addiction. Using dedicated spaces in our base in Falkirk, they now run a community food pantry three times a week and offer bike repairs and maintenance. We are immensely proud of this growing partnership and infinitely grateful for all the wonderful support 1st Step continues to offer to those in our communities who are at disadvantage.

The closure of Park Street building in Falkirk resulted in lack of a central location for Falkirk Council CLD team to deliver ESOL classes. CSREC and Falkirk Council agreed in July last year to work together to facilitate delivery of two weekly ESOL sessions at CSREC for individuals whose first language is not English.

CSREC maintained its role as a leading Third-Party Reporting Centre to report hate incidents and hate crimes to Police Scotland. We have also continued to offer a range of free sanitary products to ensure that lack of access to such items does not impact individual's abilities to fully participate in life. The products are kindly provided through the Fairer Falkirk team at Falkirk Council.

### **The Equality and Engagement Team**

For the second consecutive year, CSREC received a grant from the Scottish Government's Equality & Human Rights Fund. This is a three-year fund and the total award for year two (1st April 2022 – 31st March 23) was £73,457. The work of this team was also supported by grant funding from the Bank of Scotland Reach Fund with a total award of £14,600 for one year (10th December 2021 – 11th December 2022) and a further cost-of-living uplift award of £1,460 for an additional month (12th December 2022 – 13th January 2023). This project fund was to support ethnic minority individuals who are facing disadvantage, social exclusion, or both. Towards the end of the financial year, CSREC also received a grant of £4,850 from the Scottish Government through SAREC to fund a short-term project on financial inclusion work supporting ethnic minority communities in Central Scotland impacted by the cost-of-living crisis (14th January 2023 – 30th April 2023).

Over the last year, we were able to help over 312 individuals and families with over 453 cases through our Advice and Support service. Our Equality and Engagement Manager conducted seven training sessions and various other consultations to other organisations across Central Scotland in the last financial year. Our Equality and Engagement team successfully planned and delivered 11 community events throughout the year, which attracted over 380 attendees.

We have identified a long-standing and unmet need for free general immigration advice in the Central Scotland region. In response to this, in September 2022 our Equality and Engagement Manager successfully qualified as a Level 1 Immigration Advisor, certified by the Office of the Immigration Services Commissioner (OISC). CSREC staff had previously been qualified to give Level 1 EU Settlement Scheme and Asylum and Protection advice, both of which continue to be some of our main areas of work.

# CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

## REPORT OF THE DIRECTORS

For the year ended 31 March 2023

### ACHIEVEMENTS AND PERFORMANCE (continued)

The main issues our Advice and Support team have helped with include benefits (debt management, council tax and rent arrears, and revision of benefit entitlements), immigration, and housing. Other examples of the concrete gains for our service users include overturning decisions by local authorities and the DWP including mandatory reconsiderations and appeals, preventing homelessness, assisting families to achieve Settled Status, enrolling in educational courses to improve employability, working with schools and parents to reduce bullying and promote a culture of antiracism, amongst many others.

The successful introduction of our satellite surgery in Clackmannanshire back in January 2022 was a positive leap forward for CSREC in our relentless attempt to broaden our reach and presence in Clackmannanshire. This could not have been achieved without the positive collaboration with Clacks CAB who continue to kindly provide us with free office space at their venue in Alloa to run our fortnightly surgery. In January 2023, we successfully launched our first Stirling outreach surgery through another positive and productive collaboration with Stirling Community Enterprise who kindly provide us space from which to conduct this fortnightly surgery. As both surgeries are picking up a regular demand for our support and advice team, we feel positively enthused with the strong bases and connections that we continue to form and develop across both areas.

Our Language Café was launched back in October 2021 as a free weekly drop-in session for English language learners to help improve and practise their English language skills. Over the last year, we held 44 language café sessions with over 102 unique participants, with a combined total of 269 visits. We have seen a change in the profile of our language café attendees during this period, moving from comprising mostly of younger male asylum seekers, to a mixture of ages, sexes and many Ukrainian refugees who are housed locally under the Ukraine Scheme. The team continue to develop the structure of these sessions utilising professional resources and applying varying techniques to ensure a smooth and fun atmosphere that attracts and encourages non-judgemental interaction from English language learners of all levels of abilities. The psychological impact for Café goers of attending these sessions has been immeasurable as it contributes towards reducing social isolation, boosting confidence, and improving self-value.

A grant from the BEMIS Cost-of-Living Fund provided essential help to 14 families throughout Central Scotland who were in dire need. Through this fund a total of £2,100 was distributed, via one-off payments, to 24 adults and 37 children from a variety of ethnic backgrounds including Nigeria, Pakistan, Poland, and Romania. Our support through this fund was targeted at helping families and individuals who were either experiencing acute financial difficulties because of the ongoing cost-of-living crisis, have difficulties or inability to access public funds, or were experiencing crisis situations. This fund helped to reduce pressure on beneficiaries and their families, via energy debt relief, helping to tide families over until universal credit claims are resolved, and critical support during moments of crisis to prevent homelessness and hunger.

Throughout 2022/23, CSREC hosted 7 community social integration events and held 4 awareness raising events, which were attended by just under 400 people across the Central Scotland region.

To help people from ethnic minorities learn more about Scottish life and politics, and engage better with Scottish society, we organised a visit to the Scottish parliament in June 2022 to enable them to learn more about the political process in Scotland and feel more able to participate in Scottish life.

# CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

## REPORT OF THE DIRECTORS

For the year ended 31 March 2023

### ACHIEVEMENTS AND PERFORMANCE (continued)

Since April 2022, the number of asylum seekers and refugees in Central Scotland has risen exponentially. A second hotel for asylum seekers was opened in Falkirk, effectively doubling the numbers locally. Over this period around 200 Ukrainian refugees have been housed in Falkirk, some staying with families while others were housed in hotels under special Scottish Government schemes. We held 3 social integration events in June and December 2022, and February 2023 to help these newly arrived individuals and families integrate better into Scottish life by making social connections and learning about Scottish history. These events were conducted in partnership with Falkirk Council and with the Friends of Scottish Settlers (FOSS). CSREC gratefully received £1,000 through the Arnold Clark Community Fund, which was used to fund a visit to the Burrell Collection in Glasgow in August 2022 and benefited a group of asylum seekers who were housed in temporary accommodation in Falkirk last year. A further £300 awarded through the Scottish Refugee Council, enabled us to fund part of the Antonine Wall Walk and Picnic event in that we held in partnership with the Antonine Wall project for participants of our Language Café during Refugees Week in June 2022.

In addition, CSREC marked Eid-Al-Adha with an event in July 2022, in collaboration with the Rainbow Muslim Women's Group. This event celebrated Eid and increased the level of cultural awareness and social cohesion in the local area by bringing the celebration to a wider audience and improving inter-community relations.

Over the course of the year, CSREC has consistently demonstrated a great understanding of the effectiveness of awareness raising in tackling core issues and challenges facing the local ethnic minorities. In May 2022 we participated in the Mental Health Awareness Day at Forth Valley College campus in Alloa. We also marked other important campaigns to inform and spread cultural awareness about hate crime and islamophobia in October and November 2022, respectively. We partnered with Al-Masaar SCIO to mark the 16 Days of Activism Against Gender-Based Violence campaign by hosting an event with inspirational speakers. This event concentrated on the voices of ethnic minority women and their experiences of the intersection of poverty and gender-based violence.

Throughout the year, CSREC continued to design and deliver bespoke tailored training sessions and consultations to a wide variety of public, private, and third sector organisations. We did a consultation on equality and accessibility for Circular Communities Scotland in June 2022. In September 2022, we were invited to give presentation to the Ethnic Minority Employability Network highlighting issues ethnic minority individuals face when seeking employment in Scotland. In November 2022, we designed and delivered an Unconscious Bias training workshop for the Scottish Recovery Network. In November and December 2022, we delivered two training sessions to the Rainbow Muslim Women's Group and Youth Group on Islamophobia and Hate Crime awareness.

This year, we identified schools as a key area that requires more work locally and that could have a significant impact on experiences of inequality and racism. CSREC has been working closely with the local authorities of Stirling, Clackmannanshire, and Falkirk, and by June 2022 we had developed a programme of anti-racist education for pupils and teachers starting in the 2022/23 school year in Stirling. Furthermore, in March 2023 we had productive engagements with 2 primary schools in Falkirk and Clackmannanshire where we delivered training sessions on Equality & Human Rights and on Antiracism to 250 primary school pupils (P1 – P7).

# CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

## REPORT OF THE DIRECTORS

For the year ended 31 March 2023

### ACHIEVEMENTS AND PERFORMANCE (continued)

For many years CSREC has provided excellent volunteering opportunities to students, as well as support and supervision throughout the duration of their work placements. In 2022/23, we continued to provide internships for Stirling University students, and hosted a law student and a human rights student. The students helped us deliver activities, assisted in casework provision, and conducted research. We also hosted two student work placements from Forth Valley College who were completing their Working with Communities course.

#### The Health and Wellbeing Team

##### Reversing Dementia Barriers Project

We were awarded a grant total of £15,000 from the Life Changes Trust through the Creating Better Lives in Forth Valley Small Grant fund. This one-year 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 was 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.

We recruited ten young adult Dementia Community Ambassadors from ethnic minority communities to help maintain the conversation, continue to inform people around them, and signpost them to the relevant services. Throughout the duration of this project, we saved no effort in providing tailored in-depth dementia training for our volunteer ambassadors, supplying them with a wealth of free useful resources to use and techniques to apply. Individuals from ethnic minority communities who are at higher risk of dementia learned how to tackle their own risk factors and reduce them by seeking help and advice from health and care professionals where appropriate.

This approach ensures continuity of constructive intergenerational work as our ambassadors became the point of contact for their relevant concerned communities. This level of sustainability will ensure that transformational change continues amongst ethnic minority communities after the project concluded in September 2022.

Participants in the Dementia Community Ambassadors programme shared some success stories following their involvement in this project. Some have landed jobs in care homes where their newly acquired knowledge of dementia care could be successfully applied. One participant was accepted into Medical School and her experience as part of this programme was advantageous as we provided excellent reference for her. Most significantly, those with care experience at home started to identify as unpaid carers and were able to better understand the experience of their loved ones with dementia, thus were more capable of coping with the changing picture of dementia.

We 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,

## CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

### REPORT OF THE DIRECTORS

For the year ended 31 March 2023

#### ACHIEVEMENTS AND PERFORMANCE (continued)

Australia to include our publication as part of a wider global network for linguistically and culturally appropriate dementia materials.

#### Mental Health & Wellbeing Project

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

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 lead healthier, happier and more fulfilling lives.
- 4) Help reduce inequalities in accessing mental health and wellbeing provision in the Forth Valley through mainstream services.

This Project culminated in August 2022, and over its one-year duration, we delivered 60 activities across Forth Valley to 288 participants, including 200 new participants. This included 68 males, 195 females, 23 minors, and 12 service users with learning disability.

*“These activities mean that there is something to go to - to get outside of your house.”*

*“During the activities it is easier to speak about things. Doing artmaking helps you to speak more clearly about your feelings.”*

*“Attending different activities helps you to stay hopeful.”*

#### COLLABORATIONS

CSREC takes pride in its successful collaborations and partnerships and has continued to strengthen existing bonds and develop new links.

We worked in partnership with the Ethnic Minority National Resilience Network (EMNRN), developed by BEMIS Scotland, to report on the cost-of-living crisis to a joint meeting with the Scottish and UK Governments. Our growing bond with BEMIS has allowed us to contribute towards the consultations on developing a Hate Crime Strategy for Scotland, which was officially launched in March 2023 by the Minister for Equalities and Older People.

CSREC is a member of the Scottish Alliance of Regional Equality Councils (SAREC). We are grateful to be part of this network across the whole of Scotland where we share the same passion and drive towards tackling racial inequality at its roots.



# CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

## REPORT OF THE DIRECTORS

For the year ended 31 March 2023

### COLLABORATIONS (continued)

We also joined forces with the Muslim Engagement and Development Network (MEND) to develop materials for our training sessions around Islamophobia and Hate Crime. We had multiple wonderful collaborations with the Friends of Scottish Settlers (FOSS) to deliver services and goods to Asylum Seekers and refugees who were facing disadvantage, as well as organise and deliver social integration events and activities throughout the last financial year.

Our alliance with the Citizens Rights Project (CRP) continued to grow stronger. Through this partnership CSREC was able to deliver EUSS immigration advice at Level 1 and a referral pathway for Level 2 and 3 caseworks. It also enabled us to share information about EU citizens, their unique needs and experiences, and the EU Settlement Scheme in Central Scotland.

### FINANCIAL REVIEW

CSREC continued to experience challenges due to limited resources and generated an overall surplus on funds of £9,223 (2022: £21,173). Unrestricted funds increased from £97,423 to £114,803 and restricted funds decreased from £89,341 to £81,184, giving total funds of £195,987 (2022: £186,764) 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

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 have 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;

# CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

## REPORT OF THE DIRECTORS

For the year ended 31 March 2023

### Funding (continued)

- 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 £113,712 at 31 March 2023 (2022: £94,811). 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.

## PLANS FOR THE FUTURE

*“Out of your vulnerabilities will come your strength.” – Sigmund Freud, neurologist.*

With the previous year being focused on recovery, our primary focus as we move into 2023/24 is on growth. We needed stability after all the challenges we faced with the series of crises since the COVID-19 pandemic. Unrestricted funds from donors and grants will enable CSREC to focus on providing much needed support to our community whilst growing as a charity. Over the next 12 months we aim to increase our staff base, develop new projects to assist our community with the ongoing crises, and develop provision of our training and consultancy services to increase our unrestricted income and move to be more financially sustainable.

Thanks to successful funding bid, we were awarded a total of £90,000 (£30,000 per year) from The Robertson Trust to support the organisation’s financial stability and growth for the next 3 years.

We continue to gratefully receive an award of £6,000 per year from Stirling Council to support our work in Stirling and district area.

Our solid long-term connection with Forth Valley Language Support (FVLS) has continued for another prosperous year. In the last financial year, we gratefully received a total donation of £13,500.

# CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

## REPORT OF THE DIRECTORS

For the year ended 31 March 2023

### VOTE OF THANKS

CSREC are infinitely thankful to all our funders, without whom we would not have survived or achieved our visions.

We are also indebted to the Howgate Shopping Centre in Falkirk who have provided CSREC with a safe and welcoming space to use as our main premises since June 2021.

We are most obliged to all our wonderful team at CSREC. The dedicated, persevering, and committed staff members who thrived through the most difficult of times to create and maintain a fairer Central Scotland.

Our gratitude also extends to our volunteers and members, past and present, for their invaluable support over the years.

And finally, we would like to express our sincerest 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.

#### Organisational Structure

CSREC is currently governed by a Board of Directors of up to twelve members, who 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.

**CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED**

**REPORT OF THE DIRECTORS**

**For the year ended 31 March 2023**

**STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)**

**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 2023

### 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 Abdeljaber

### Directors/Management Board

- Mahmooda Abida Ausat (resigned 14/09/22)
- Barkha Pabra (Vice-chair)
- George Uche Oriahi (resigned 13/04/22)
- Kelly Jean Marriot (resigned 09/02/23)
- Nabela Ahmad (appointed 27/10/22)
- Paul Quinn (Chair)
- Patrick Reid (Treasurer)
- Sinjilus Belvue (appointed 27/10/22)
- William Joseph Lappin Mcchord (resigned 01/12/22)

### 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 2023

### 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 31 July 2023 and signed on its behalf by:



**Paul Quinn (Chairperson)**  
Director

**INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF  
CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED  
for the year ended 31 March 2023**

I report on the accounts for the year ended 31 March 2023 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

31 July 2023

**CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED**

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

**for the year ended 31 March 2023**

	Notes	Unrestricted Funds £	Restricted Funds £	2023 Total £	2022 Total £
<b>Income and endowments from:</b>					
<i>Donations</i>		13,962	-	13,962	11,353
<i>Charitable activities:</i>					
Grants and contracts for services	<b>3</b>	36,000	128,965	164,965	234,000
Fees for services		4,390	-	4,390	1,220
<i>Investments</i>		789	-	789	46
<i>Other income</i>		200	-	200	121
		-----	-----	-----	-----
<b>Total Income</b>		55,341	128,965	184,306	246,740
		-----	-----	-----	-----
<b>Expenditure on:</b>					
Charitable activities	<b>4</b>	60,700	114,383	175,083	225,567
		-----	-----	-----	-----
<b>Total Expenditure</b>		60,700	114,383	175,083	225,567
		-----	-----	-----	-----
<b>Net income/(expenditure)</b>	<b>2</b>	(5,359)	14,582	9,223	21,173
<b>Transfers between funds</b>	<b>11</b>	22,739	(22,739)	-	-
		-----	-----	-----	-----
<b>Net movement in funds</b>		17,380	(8,157)	9,223	21,173
Total funds brought forward		97,423	89,341	186,764	165,591
		-----	-----	-----	-----
<b>Total funds carried forward</b>		114,803	81,184	195,987	186,764
		=====	=====	=====	=====

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 2023**

	Notes	2023 £	2023 £	2022 £
<b>Fixed assets</b>				
Tangible assets	6		3,809	6,889
<b>Current assets</b>				
Debtors	7	66,007		18,742
Cash at bank and in hand		130,186		165,390
		196,193		184,132
<b>Current liabilities</b>				
Creditors: Amounts falling due within one year	8	(4,015)		(4,257)
<b>Net current assets</b>			192,178	179,875
<b>Net assets</b>	<b>11</b>		195,987	186,764
<b>Funds</b>				
Restricted funds			81,184	89,341
Unrestricted funds			114,803	97,423
<b>Total funds</b>	<b>10</b>		195,987	186,764

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for year to 31 March 2023. The members have not required the company to obtain an audit of financial statements for the year to 31 March 2023 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 2023**

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 31 July 2023 and signed on their behalf by:



**Paul Quinn (Chairperson)  
Director**



**Pat Reid (Financial Director)  
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 2023

### 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 some funding until 31 March 2025 but remains reliant on other 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 considering 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 2023

### 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 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.

### g) Grants awarded

Grants awarded are recognised as expenditure when a commitment has been made and the decision has been intimated to the beneficiary.

**CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS**

**For the year ended 31 March 2023**

**2. Net income for the year**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	
<u>This is stated after charging:</u>		
Depreciation	3,080	1,983
Independent Examiner's remuneration – examination fee	2,520	1,680
Independent Examiner's remuneration – other services	804	740
	-----	-----

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

	<b>Unrestricted Funds</b>	<b>Restricted funds</b>	<b>2023 Total</b>	<b>2022 Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Arnold Clark Community Fund	-	1,000	1,000	-
BEMIS Winter Support Fund	-	2,100	2,100	2,000
Community Wellbeing Fund	-	-	-	7,262
COVID-19 Digital Exclusion Fund	-	-	-	5,000
Climate Challenge Fund	-	-	-	84,615
Equality and Human Rights Fund	-	55,286	55,286	54,515
Global Majority Fund	-	3,962	3,962	15,852
Kickstart	-	-	-	6,554
Life Changes Trust	-	-	-	15,000
Life Changes Trust - underspend	-	-	-	994
National Lottery Community Fund	-	60,307	60,307	-
Workplace Equality Fund	-	-	-	699
REACH Fund	-	1,460	1,460	14,600
Refugee Festivals Scotland Fund	-	-	-	300
Robertson Trust	30,000	-	30,000	-
Scottish Community Alliance	-	-	-	207
Scottish Government:				
Voluntary Action Fund	-	-	-	19,972
Stirling Council	6,000	-	6,000	6,000
South East Asia Fund	-	-	-	430
SAREC	-	4,850	4,850	-
	-----	-----	-----	-----
	36,000	128,965	164,965	234,000

Included above are restricted grants amounting to £128,965 (2022: £227,570). 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 2023**

**4. Expenditure on charitable activities**

	Unrestricted Funds	Restricted Funds	2023	2022
	£	£	£	£
Staff costs (note 5)	53,133	94,556	147,689	190,243
Staff training and recruitment	418	582	1,000	2,445
Training, conferences and public events	1,580	4,573	6,153	11,166
Rent and rates	-	200	200	742
Heat and Light	-	2,019	2,019	2,203
Telephone	692	588	1,280	1,993
Printing, post and stationery	121	497	618	540
Accommodation and travel	289	636	925	801
Subscriptions	384	-	384	1,260
Publicity	-	260	260	139
Website	218	576	794	2,512
Insurance	159	-	159	189
Miscellaneous	-	18	18	184
Professional and accountancy fees	202	3,153	3,355	1,097
Depreciation	1,308	1,772	3,080	1,983
Repairs and renewals	123	-	123	5,507
Bank charges	447	1,155	1,602	143
Grants paid	-	2,100	2,100	-
<u>Governance costs</u>				
Independent Examination fee	1,224	1,296	2,520	1,680
Professional fees	402	402	804	740
	-----	-----	-----	-----
	60,700	114,383	175,083	225,567
	=====	=====	=====	=====

Included above is restricted expenditure amounting to £114,383 (2022: £181,238). All other expenditure was unrestricted in both the current and previous years.

**5. Staff costs**

	2023	2022
	£	£
Salaries and wages	132,512	175,771
Social security costs	5,100	9,445
Pension costs	10,077	5,027
	-----	-----
	147,689	190,243
	=====	=====

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 2023**

**5. Staff costs (continued)**

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

	<b>2023</b>	<b>2022</b>
	<b>No.</b>	<b>No.</b>
Senior management and administrative staff	3	3
Project officers	4	6
	7	9
	7	9

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 2022	11,847	5,764	17,611
Additions	-	-	-
	11,847	5,764	17,611
At 31 March 2023	11,847	5,764	17,611
	11,847	5,764	17,611
<b>Depreciation</b>			
At 1 April 2022	7,595	3,127	10,722
Charge for year	2,036	1,044	3,080
	9,631	4,171	13,802
At 31 March 2023	9,631	4,171	13,802
	9,631	4,171	13,802
<b>Net Book Value</b>			
At 31 March 2023	2,216	1,593	3,809
	2,216	1,593	3,809
At 31 March 2022	4,252	2,637	6,889
	4,252	2,637	6,889

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2023

**7. Debtors**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Grants receivable	65,157	18,172
Trade debtors	850	570
	<hr/>	<hr/>
	66,007	18,742
	<hr/> <hr/>	<hr/> <hr/>

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

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Other creditors and accruals	4,015	4,257
	<hr/>	<hr/>
	4,015	4,257
	<hr/> <hr/>	<hr/> <hr/>

**9. 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 2023**

**10. Funds Movement**

	<b>Balance at 1 April 2022 £</b>	<b>Income £</b>	<b>Expenditure £</b>	<b>Transfers £</b>	<b>Balance at 31 March 2023 £</b>
<b>Restricted Funds</b>					
Arnold Clark Community Fund	-	1,000	(515)	(485)	-
REACH Fund	10,321	1,460	(11,048)	(733)	-
BEMIS Winter Support Fund	34	2,100	(2,100)	(34)	-
Community Wellbeing Fund	5,618	-	(1,382)	-	4,236
Climate Challenge Fund	10,748	-	(5,541)	(5,207)	-
Global Majority Fund	8,798	3,962	(6,113)	-	6,647
Equality and Human Rights Fund	21,372	55,286	(71,435)	-	5,223
Equal and Inclusive Workplace	699	-	-	(699)	-
Kickstart	350	-	(257)	(93)	-
Life Changes Trust	11,336	-	(11,021)	-	315
National Lottery Community Fund	-	60,307	-	-	60,307
Peoples Postcode Trust	237	-	-	(237)	-
SAREC	-	4,850	(3,112)	-	1,738
Refugee Festivals Scotland Fund	300	-	(300)	-	-
Scottish Government					
Equality Funding	9,816	-	-	(9,816)	-
Skills Development Scotland	5,435	-	-	(5,435)	-
Capital Reserve – CCF Fund	2,425	-	(832)	-	1,593
Capital Reserve – COVID-19 Digital Fund	1,852	-	(727)	-	1,125
	-----	-----	-----	-----	-----
<b>Total Restricted Funds</b>	<b>89,341</b>	<b>128,965</b>	<b>(114,383)</b>	<b>(22,379)</b>	<b>81,184</b>
	-----	-----	-----	-----	-----
<b>General Unrestricted Fund</b>	<b>97,423</b>	<b>55,341</b>	<b>(60,700)</b>	<b>22,379</b>	<b>114,803</b>
	-----	-----	-----	-----	-----
<b>Total Funds</b>	<b>186,764</b>	<b>184,306</b>	<b>(175,083)</b>	<b>-</b>	<b>195,987</b>
	=====	=====	=====	=====	=====

**CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS**

**For the year ended 31 March 2023**

**10. Funds Movement (continued)**

	<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
	-----	-----	-----	-----	-----
<b>Total Restricted Funds</b>	<b>42,968</b>	<b>227,611</b>	<b>(181,238)</b>	<b>-</b>	<b>89,341</b>
	-----	-----	-----	-----	-----
<b>General Unrestricted Fund</b>	<b>122,623</b>	<b>19,129</b>	<b>(44,329)</b>	<b>-</b>	<b>97,423</b>
	-----	-----	-----	-----	-----
<b>Total Funds</b>	<b>165,591</b>	<b>246,740</b>	<b>(225,567)</b>	<b>-</b>	<b>186,764</b>
	=====	=====	=====	=====	=====

## CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2023

#### 10. Funds Movement (continued)

**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.

The project ended in 2021. The transfer from restricted funds represents restricted expenditure that was not correctly allocated to the project back then.

**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. The project ended in 2019. The transfer from restricted funds represents restricted expenditure that was not correctly allocated to the project back then.

**Climate Challenge Fund:** Funding was received to support the reduction in CO2 levels. The project ended in 2022. The transfer from restricted funds represents restricted expenditure that was not correctly allocated to the project back then.

**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.

## CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2023

#### 10. Funds Movement (continued)

**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.

**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.

**SAREC:** Funding received to fund a short-term project on financial inclusion work supporting ethnic minority communities in Central Scotland impacted by the cost of living crisis.

**CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS**

**For the year ended 31 March 2023**

**10. Funds Movement (continued)**

**Arnold Clark Community Fund:** To benefit a group of asylum seekers who were being housed in temporary accommodation in Falkirk with a visit to the Burrell Collection in Glasgow.

The transfers from restricted funds represent amounts transferred as a contribution to core overheads and management costs of the charity.

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

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

	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>As at 31 March 2023:-</b>			
Tangible fixed assets	1,091	2,718	3,809
Net current assets	113,712	78,466	192,178
	-----	-----	-----
	114,803	81,184	195,987
	=====	=====	=====
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<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
	=====	=====	=====

**12. Company limited by guarantee**

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