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# Annual Report

## 2007 - 2008

**Race on the Agenda**

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March 2008

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# Introduction and Funders

Race on the Agenda (**ROTA**) is a social policy think-tank that was set up to strengthen the voice of Black, Asian and minority ethnic (BAME) communities through increased civic engagement and participation in society. **ROTA** was set up in 1984 (previously named GLARE: Greater London Action on Race Equality) to work with BAME communities, the Third Sector and others interested in race equality to achieve social justice and promote human rights, equality of opportunity, diversity and justice. **ROTA** is a membership organisation, registered as a charity (No: 1064975) and a company limited by guarantee (No: 3425664).

In 2007 – 2008 our work benefited from funding relationships, with:

- London Councils
- City Bridge Trust
- Safer London Foundation
- The Equality and Human Rights Commission
- CapacityBuilders
- Big Lottery Fund
- Equal
- Home Office
- V.

## **ROTA's vision**

**An inclusive, equal and cohesive society where people from Black, Asian and minority ethnic communities can develop their full potential.**

**ROTA** provides information and consults its members including BAME third sector organisations and policy makers by:

- Producing our journals "Agenda" and "Supplement"
- Producing e-newsletters
- Producing policy briefings on specific topics
- Carrying out and publishing in-depth research
- Holding regular events on current policy issues

We also ensure the policy issues identified by BAME third sector organisations and the communities they represent are heard at the policy table by:

- Gaining and maintaining seats for staff on policy boards
- Supporting members of MiNet and ROTA to sit on policy and decision makers bodies
- Brokering relationships between policy bodies and potential BAME representatives
- Speaking at external events.

We support national and regional networking for BAME organisations and broader equalities and human rights bodies by:

- Facilitating the MiNet and HEAR networks
- Working with local borough BAME networks
- Working with the other London regional networks
- Working with regional networks in the rest of England
- Working with national networks where appropriate.

## Kamila Zahno | Chair's Report



In 2007/08, **ROTA** covered a variety of policy areas, particularly crime and anti-social behaviour, equalities and human rights, community cohesion and homelessness, health and social services, and national and regional governance. We provide this policy work through research and publications, our networks **MiNet** and **HEAR**, and consultations, events and partnership work.

Our two networks continue to provide a voice for the third sector in London. **MiNet** coordinates a regional voice for the BAME third sector, and **HEAR** explores issues relevant to London's equality and human rights third sector organisations, providing capacity building support to them and a voice for

frontline equality organisations. On the 14th of March, we celebrated our 10th anniversary at the Mayor's living room where Minister Tessa Jowell MP spoke about **ROTA**'s contribution to equality and justice. Our "Agenda" special edition featured articles from Ken Livingston, the then Mayor of London, and Trevor Phillips Chair of the Equality and Human Rights Commission among others. We also launched our new logo and website.

I am proud of the achievements of our staff and would also like to commend the work of our enthusiastic volunteers, particularly that of the young volunteers working on the Building Bridges Project, which explored how youth violence affects young people in the capital. The project received a London Peace Award and featured on national television and radio shows.

I would like to acknowledge the support of my fellow Board members and their work on our new sub-committees. I would like to take the opportunity to thank the previous Chief Executive, Dinah Cox for all her hard work at **ROTA** over the years. I wish her the best of luck in her new job at Rosa, the women's fund devoted to investing in women's charitable initiatives. I look forward to working with Dr. Theo Gavrielides, our new Chief Executive, in the coming year.



# Dr. Theo Gavrielides | Chief Executive's Report



The policy landscape affecting BAME communities and the Third Sector that serves them is constantly changing, presenting us with new challenges and opportunities. 2007-8 saw some significant policy developments for race equality and justice, and **ROTA** was present in many of these debates representing the BAME voice.

Compared to the year ending March 2007, **ROTA**'s achievements have risen considerably and this is reflected in the high quality evidence-based policy work of the organisation as well as the 3 awards we received during the year. In particular, the Building Bridges project received the London Peace Award, the Equal funded homeless project carried out as part of the OSW TMD partnership received a Charity Award and **ROTA**'s Restoring Relationship project was awarded a Carter Award. We sat on 39 different policy forums, decision making bodies, government and independent advisory boards and spoke at 36 external events. We also attended 55 events and held 12 **ROTA** events including conferences, seminars and focus groups. **ROTA** also started its own in-house policy infrastructure training. This aims to address hate crime through the forging of multi-agency, cross sector partnerships and the use of restorative justice. In addition, we produced 17 publications including policy briefings, research reports and consultation

responses and contributed to 15 external publications.

Often **ROTA** is thought to be a large organisation. The ROTA team consists of 9 members of staff. Our success lies in our passion and genuine drive for change. It also lies in the dedication of our many volunteers. For example, our award winning youth-led Building Bridges Project was supported by 8 part-time and over 70 short-term volunteers, while our Equal funded project on BAME homelessness was successfully delivered with the help of one full time and three part time volunteers and many homeless BAME individuals who gave their time to provide an evidence-base for our policy recommendations.

Community cohesion, the Local Area Agreements, health inequality, hate crime, youth violence and the Race for Justice Campaign are some of the policy areas we have identified as priorities for the next year. With financial support from London Councils, the Equality and Human Rights Commission, the Office of the Third Sector, CapacityBuilders and the Big Lottery Fund we will strengthen our work to achieve equality, promote human rights and eliminate discrimination.



# Work Carried Out

## Policy Priorities:

During 2007-08, **ROTA**'s policy work focused on the following priorities:

- Crime and Anti-social Behaviour
- Equality and Human Rights
- Community Cohesion and homelessness
- Health and Social Services
- National and Regional Governance.

**ROTA** believes in evidence-based policy that is informed by the views and real-life experiences of the communities we were set up to serve. We collect this evidence through:

1. Action Research
2. The **ROTA** based networks , **MiNet** and **HEAR**
3. Events and Consultations
4. Partnership work.

## Publications:

- 10 policy e-newsletters and 4 policy briefings
- Special edition of our journal "Agenda" and one edition of "Supplement"
- Various contributions to external publications
- Various consultation submissions including evidence based responses to the Mayor's Health Inequality Strategy, the Mayor's Refugee Integration Strategy and the London Development Plan.

## ROTA based networks

**MiNet** the regional BAME network of networks joined **ROTA** in 2002. Its focus is on strengthening the voice London's BAME third sector in the development of regional policy.

In 2005, **ROTA**'s work was strengthened with **HEAR** (previously the Equalities and Human Rights sub-group of the ChangeUp London regional consortium). During the year, **HEAR** through **ROTA** and its members provided infrastructure support to over 500 equality organisations across London.

## Research and Policy Projects:

- **Building Bridges Project:** Youth-led research and policy project funded by City Bridge Trust, V and Big Boost. It brought together a team of 8 young volunteers to collect evidence from other young Londoners to find out what needs to be done to address youth violence and the problem of gangs and weapons use in the capital. The Project concluded with two evidence based research reports and a DVD, and received a London Peace Award.
- **Restoring Relationships Project:** Funded by Safer London Foundation and the Equality and Human Rights Commission, it aimed to collect new evidence on addressing hate crime. The project concluded with two evidence based reports and the design and piloting of a specialised training focusing on forging multi-agency partnerships and the use of restorative justice for hate crime incidents.
- **Addressing Barriers to Employment and Training among LGBT Londoners:** Funded by the London Development Agency and carried out in partnership with Urban Inclusion and the LGBT Consortium, it aimed to collect evidence on barriers faced by LGBT groups when entering or while in employment. The project concluded with a report, drawing conclusions from the race equality strand.
- **Linking Services for BAME homeless individuals:** Funded by Equal and carried out under the OSW led Tackling Multiple Disadvantage (TMD) partnership, the project collected evidence from service users and mainstream and BAME organisations on what needs to be done to improve service delivery for BAME homeless individuals. The project concluded with a report, DVD and a conference.
- **The Equality and Human Rights Commission and its relationship with the Third Sector:** Carried out in partnership with London Voluntary Service Council and London Civic Forum, the project aimed to influence the workplan and service delivery of the new Commission, and inform the process leading to the Single Equality Bill. The project produced with a report and various consultation submissions to government.

# Future Work

Subject to satisfactory funding arrangements, **ROTA** will continue delivering its charitable objects. We will build on our reputation and strong partnerships to bring added value to the projects we have already undertaken and introduce new work reflecting the needs and wishes of the BAME Third Sector and the communities it serves.

## Internally we will:

- Update our Policies and Procedures
- Increase our membership and update our database
- Increase our reserves and turnover
- Recruit new Trustees
- Update our Memorandum of Association and Articles of Association
- Prepare a new 3 year Business Plan taking into consideration the changing policy landscape affecting BAME communities.
- Move into new premises and continue implementing the recommendations from our environmental audit.

## We intend to:

- Produce 10 policy e-newsletters and 6 criminal justice e-newsletters
- Produce our journals "Agenda" and "Supplement"
- Produce 4 policy briefings
- Hold 12 events on key policy issues
- Contribute to external publications, speak at 20 external events and sit on at least 25 decision making bodies
- Continue our youth-led Building Bridges Project and the Restoring Relationship Project and develop the new **ROTA** hate crime training
- Start the Transformative Justice Project focusing on the development and encouragement of multi-agency cross sector partnerships between agencies working with groups that are highly victimised.
- Develop our networks and recommend at least 5 other BAME organisations to sit on decision making bodies.
- Deliver the recommendations of the Race for Justice Campaign.

# Board and Staff members

## Board of Trustees and Staff:

**Chair** Kamila Zahno

**Vice Chair** Ali Ahmed

## Board Members

Gurdial Bhamra

Paul Gray (*resigned January 2008*)

Nicholas Sharman (*resigned August 2008*)

Mark Clarke (*resigned January 2008*)

Nicholas Taylor (*resigned January 2008*)

Sharon Dennis

Angela Noonan (*resigned September 2008*)

Tele Amuludun

Khurshid Alam

Marsha John

## Staff

Chief Executive (from August 2008): Theo Gavrielides

Chief Executive (*resigned August 2008*): Dinah Cox

Office Administrator (from July 2008): Saifur Valli

MiNet Network Coordinator (until Nov 2008): Rafiu Williams

HEAR Network Coordinator: Barbara Nea

Policy Officer: Carlene Firmin

Policy Officer - Crime: Anthony Salla

Research Assistant (from October 2008): Jacky Moran

IT Manager: Namchai (Jack) Khooharungkitcharoen

Finance Manager (from November 2008): Besa Hasaj

Head of Policy (from October 2008): Pavan Dhaliwal

## ROTA Volunteers:

Jamexis Christian

Jacky Moran (until September 2008)

Sohagini Shah (until February 2008)

Rabi Momoh-Abu (until February 2008)

## Building Bridges Project Volunteers:

Dawight Dwight Thornhill

Ted Monthe

Laurie John Phillip

Claude Djomna

Michaela Ryan

Henry Firmin

Chetna Mavadia

## Restoring Relationship Project Volunteers

Allan Gay Remmel McKenzie

Terriyi Brown Rochelle Sampy

Ali Asfar Peter Currie

Lorna Roe Tesfra Russell

Gloria Arjomand Bhumika Patel

Mohansin Shah Basil Wagih





# Independent Auditor's Report

I report on the financial statements of **RACE ON THE AGENDA (ROTA)** for the year ended 31st March 2008 which comprise pages 9 to 15. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

The company's trustees are responsible for the preparation of the accounts. The company's trustees consider that an audit is not required for this year (under section 43(2) of the Charities Act 1993 (the 1993 Act) and that an independent examination is needed. The charity's income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Association of Chartered Certified Accountants. Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to :

- examine the accounts (under section 43(3)(a) of the 1993 Act);
- to follow the procedures laid down in the general directions given by the Charity Commission (under section 43(7)(b) of the 1993 Act); and
- to state whether particular matters have come to my attention.

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as 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 on the view given by accounts.

In connection with 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 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of the Companies Act 2006 and which are consistent with the Statement of recommended Practice

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.

**Olu Olasode BSc Msc MBA IPSM FCCA (Chartered Certified Accountants & Independent Examiner)**

**Jeremiah Ola Akintaro FCCA (Registered Auditor)**

TL First Accountants Limited

1 Copers Cope Road

Beckenham Kent

BR3 1NB

# Statement of Financial Activities

	2008	2008	2008	2007
	RESTRICTED	UNRESTRICTED	TOTAL	TOTAL
	£	£	£	£
<b>INCOME RESOURCES</b>				
Grant & Voluntary Income	245,837	101,000	355,837	285,887
Investment Income	-	4,781	4,781	3,904
Incoming resources from Charitable Activities	-	-	-	-
Other Incoming Resources	-	30,613	30,613	150
<b>Total Incoming Resources</b>	<b>254,837</b>	<b>136,394</b>	<b>391,231</b>	<b>289,941</b>
<b>RESOURCES EXPENDED</b>				
Cost of generating fundraising income	-	-	-	-
Cost of goods sold and other costs	-	-	-	-
Investments Management Costs	-	-	-	-
Charitable Activities (Note 3)	250,054	163,493	413,547	360,797
Governance Costs	-	-	-	-
<b>TOTAL RESOURCES EXPENDED</b>	<b>250,054</b>	<b>163,493</b>	<b>413,547</b>	<b>360,797</b>
<b>Net Income/expenditure for the year before transfer</b>	4,783	-27,099	(22,316)	(70,856)
<b>Transfers between Funds (Note 10)</b>	30,403	-30,403	-	-
<b>Net Movement in funds</b>	4,783	-27,099	(22,316)	(70,856)
<b>Total Funds Brought Forward</b>	<b>-14,104</b>	<b>154,882</b>	<b>140,778</b>	<b>211,634</b>
<b>Total Funds Carried Forward</b>	<b>21,082</b>	<b>97,380</b>	<b>118,462</b>	<b>140,778</b>

# Balance Sheet

	Note	2008	2007
Fixed Assets		£	£
Tangible Assets	6	-	6,951
Investments		-	-
		-	<b>6,951</b>
<b>Current Assets</b>			
Stocks: Items for resale		-	-
Debtors and Prepayments	7	54,327	6,128
Cash and Bank		77,079	136,874
		<b>131,406</b>	<b>143,002</b>
<b>Creditors: falling due within one year</b>	<b>8</b>	<b>-12,944</b>	<b>-9,175</b>
<b>Net Current Assets</b>		<b>118,462</b>	<b>133,827</b>
<b>Total Assets less liabilities</b>		<b>118,462</b>	<b>140,778</b>
<b>Income Funds</b>			
Restricted		21,082	(14,104)
Unrestricted		97,380	154,882
<b>TOTAL FUNDS</b>		<b>118,462</b>	<b>140,778</b>

**Approved by the Board of Directors on 25th September 2008 and signed on their behalf.**

The directors have relied on the special exemptions available to small companies (conferred by Part 1 of schedule 8 to the Companies Act 1985) on the grounds that the company qualifies as a small company by virtue of Section 247 of the Companies Act 1985.

# Race on the Agenda (ROTA)

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**ROTA** is funded by:

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Supported by  
**The National Lottery**<sup>®</sup>  
through the Big Lottery Fund

