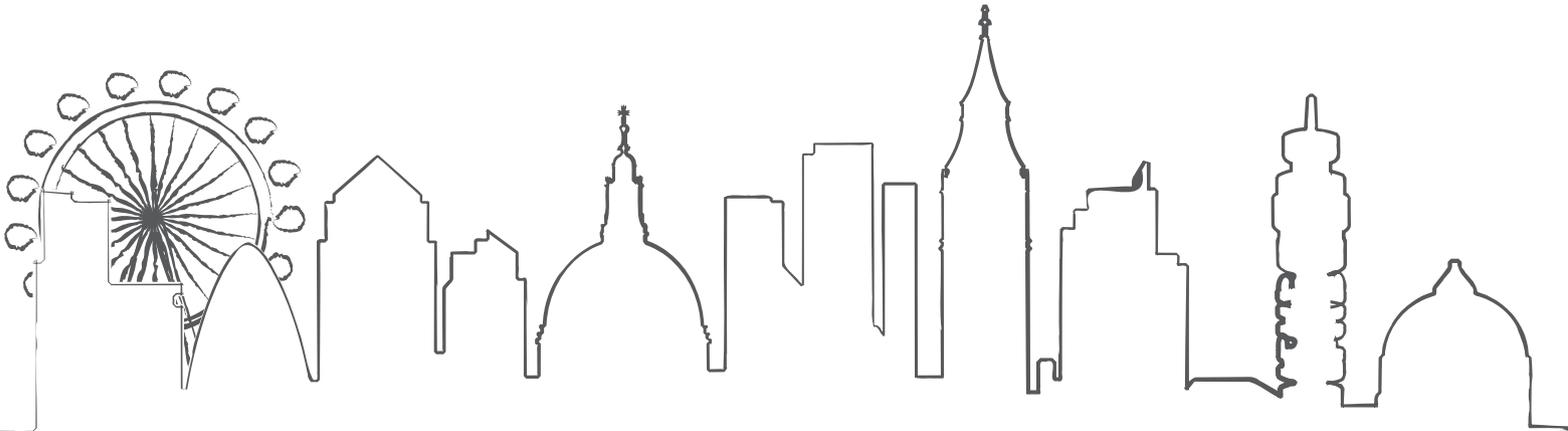


Annual Report

London's Black, Asian and minority ethnic social policy...Think Tank...



2006-07

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Race on the Agenda was set up in April 1997 to build on the work of GLARE (Greater London Action for Race Equality) which was established in June 1986. **ROTA** is a social policy think tank that works with London's Black, Asian and minority ethnic (BAME)¹ communities towards achieving social justice by the elimination of discrimination and promotion of diversity, human rights and equality of opportunity. We achieve these aims by informing London's strategic decision-makers about the issues affecting the BAME voluntary and community sector (VCS), the communities it serves and by making government policy more accessible to London's BAME organisations. **MiNet**, the regional BAME network joined **ROTA** in 2002. It focuses on strengthening the voice for London's BAME VCS in the development of regional policy.

The current key areas are:

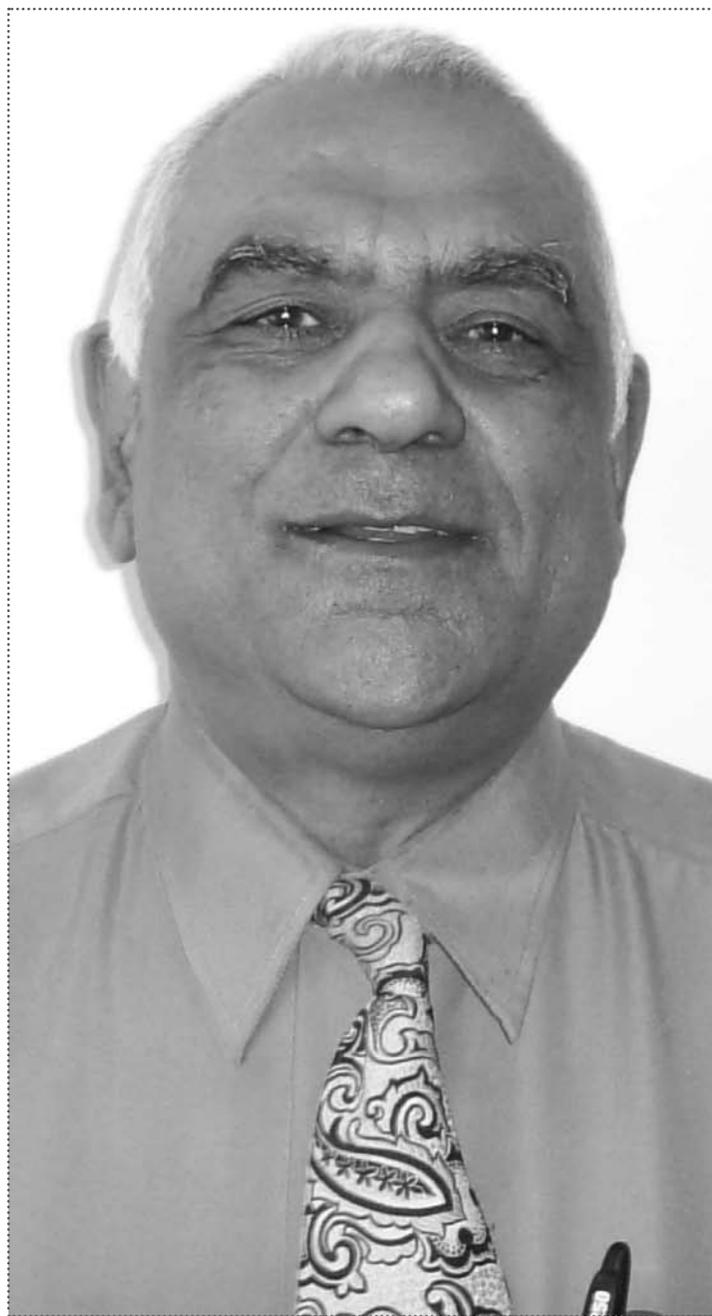
- Crime and Antisocial Behaviour
- Culture
- Education
- Equalities and Human Rights
- Health and Social Services
- Regional Government
- Social Inclusion and Homelessness

¹ ROTA uses the term BAME to refer to all groups who are discriminated against on the grounds of their race, culture, colour, nationality or religious practice. This definition includes but is not exclusive to those people of African, Asian, Caribbean, Irish, Jewish, Roma and South East Asian descent.

Over the year there were 10 posts at **ROTA** and **MiNet**, so to ensure the best use of our resources we continued our work in partnership with other BAME organisations in London and Britain; the mainstream voluntary and community sector; funders and both the public and private sectors.

In 2006–2007 our work benefited from funding relationships with:

- **Association of London Government** (now **London Councils**) – to carry out the core functions of the organisation.
- **Big Boost Fund and V** – to support research and policy work on gangs, guns and weapons.
- **Capacitybuilders** – to support the London Regional Consortium of ChangeUp Equalities and Human Rights Sub-group based at ROTA
- **City Parochial Foundation** – to carry out policy and research work, especially around crime and health and including a hate crime project.
- **Esmée Fairbairn** – to carry out policy and research work, especially around crime and health and including a gangs, guns and weapons project.
- **European Social Fund, Equal Funding** – to carry out research on BAME homelessness.
- **Home Office:**
 - to support MiNet the London BAME networks of networks.
 - for administration of the ChangeUp Equalities and Human Rights Sub-Group.
 - to upgrade the IT and office equipment at ROTA.
 - to set up BAME Sub-regional networks for London.
 - to carry out research on the role of Race Equality Councils in London.
- **Safer London Foundation** – to support research and policy work on race hate crime.



London's Black, Asian and minority ethnic social policy...

ROTA covered a variety of policy areas in 2006–2007 relating to issues that impact on BAME communities in London. Under Crime and Policing, the focus was on a working with young people in relation to guns, gangs and weapons for the Building Bridges Project, and developing our work on tackling race hate crime using restorative justice. We were involved in the work of the London Resettlement Board in developing strategies working with offenders that took on issues of race. Work also began on ensuring race issues were integral to community reassurance work in London through events and publications.

A lot of work has been carried out in relation to Equalities and Human Rights. We set up a partnership project on the new Commission for Equalities and Human Rights (CEHR), producing a briefing and a report as well as holding an event. The main aims were to ensure the voice of the voluntary and community sector is heard as the CEHR is set up; that the issues for London are taken on board and the CEHR involves the sector. We also completed a report on the role of London's Race Equalities Organisations in London in light of the intended changes with the development of the CEHR. This took **ROTA** back to its former role as GLARE (Greater London Action on Race Equality) when it was a network of Race Equality Council's in London. Key recommendations looked at using different models to deliver race equality services, regional representation and local delivery.

The London Regional Consortium of ChangeUp Equalities and Human Rights Sub-group was also based at **ROTA** all year although it is not a **ROTA** project as it covers all equalities areas. Dinah Cox, the Chief Executive has chaired it since its inception and wrote an update of the Gaps and Solutions report on infrastructure support for frontline equalities organisations. Barbara Nea came in as the Project Officer in January 2007 and quickly developed responses with the group to Capacitybuilders consultations on their development to 2014 and mainstreaming diversity. Dinah was also elected by the Third Sector Alliance of London Voluntary Service Council (LVSC) to become VCS representative on Board for Refugee Integration in London. There was no specialist education worker but we carried out some work linking the role of human rights and education.

In regard to Health and Social Care, the policy team worked with the Greater London Authority (GLA) and the London Health Commission developing projects on health inequality. Joint work was started with Age Concern London on Mental Health and BAME elders, looking to develop a conference. On the area of care provided to older people, the Head of Policy also gave written and oral evidence to the House of Commons Joint Parliamentary Committee on Human Rights on how to meet the needs of BAME elders more effectively.

The Homelessness project that **ROTA** runs as part of the Off the Streets and Into Work, Tackling Multiple Disadvantage (TMD) partnership started

Think Tank...

to take more shape once the new Project Officer started in November. 16 BAME homeless individuals were recruited to share their experiences and **ROTA** contributed to a TMD conference in Budapest on cross cutting themes around homelessness and disadvantage. We focused on the needs of homeless people for the August Supplement.

We continued our broader work around Regional Governance, which touches on many of our policy areas with many meetings with the GLA, Government Office for London (GOL), London Councils and the London Development Agency (LDA). In particular this year we were one of only two VCS representatives engaged in the early discussions on the change in Mayoral powers.

Other areas of policy we were engaged with were around Culture and Community Cohesion. There was our involvement in setting up the 2007 Bicentenary of the Abolition of the Trans-Atlantic Slave Trade Steering group with Museums Libraries Archives London and the Chief Executive was invited to join the Mayor's Heritage Diversity Task Force. Joint work was taken on with LVSC on influencing the work of the Commission on Integration and Community Cohesion to take into account the role of the VCS in meeting the needs of our diverse London communities. We also looked at the services of VCS organisations serving different BAME communities in the Supplement published in March.

As can be seen in this report this year saw **ROTA** produce **16 written reports**, briefings, consultation documents and articles in addition to our regular bi-annual editions of the journals Agenda and Supplement. A monthly newsletter began in September 2006 and **41 email bulletins** were sent to members. Four external publications included information on **ROTA's** work. We held **12 Events** including conferences, seminars and focus groups. As well as contributing to **38 policy boards** and **steering groups** we were asked to speak at external events on **15** occasions. Carlene Firmin, the office Administrator secured a regular spot on the internet radio station Colourful Radio to discuss issues relating to Race and social policy.

In terms of staffing, once Dr Theo Gavrielides started as Head of Policy in June, there were only a few weeks in the year when staff posts were unfilled. A new post for the ChangeUp Equalities and Human Rights Sub-group was started in January. Unfortunately, one staff member failed to pass probation. There were two temporary staff helping to deliver a project and volunteers were involved in **ROTA** for the first time. Eight people volunteered from Olmec and the London School of Economics from July, and made a marvellous contribution to the work of the organisation.

Of the funders who are mentioned in these accounts Capacitybuilders, the Safer London Foundation, the Big Boost Fund, and V were supporting **ROTA** for the first time. The Association of London Government, the City Parochial Foundation, the Esmée Fairbairn Foundation, the European Social Fund and the Home Office were continuing to sustain our work. **ROTA's** internal performance was also strengthened by the pro bono support of Caroline Emerton of Latham and Watkins who gave free legal advice on updating all internal policies and procedures and our contracts.

The decision from 2005–2006 to ensure **ROTA's** information was accessible to all by opening up membership and making it free was acted on. Work started to improve the database and ensure membership information is updated. At year end the membership was 1,500 people, some of who have been actively engaged in **ROTA's** work for which we are very grateful.

Finally we received two awards. The Path National Award for Best Business Partner 2006 and a runner up award to **MiNet** from London Voluntary Service Council in its Success Stories competition. Further details of the work follow.



Publications and events:

- Association London Government Needs consultation response – June 2006
- Commission for Equality and Human Rights briefing – July 2006
- Greater London Authority briefing – July 2006
- Gaps and Solutions update – August 2006
- Supplement on Homelessness – August 2006
- Response to Commission on Integration and Cohesion – January 2007
- Gun Crime briefing – March 2007
- Community Reassurance event report – March 2007
- Supplement on support services provided by different BAME communities – March 2007
- Consultation response on London Development Agency Corporate Plan – March 2007
- Evidence to inquiry of the Parliamentary Joint Committee on human rights and the treatment of older people in healthcare – March 2007
- Commission for Equalities and Human Rights project report – March 2007
- Response to Capacitybuilders 2014 consultation – March 2007
- Response to Capacitybuilders Mainstreaming Diversity paper – March 2007
- Agenda – August 2006 and March 2007
- Monthly Email Newsletter from September (none December)
- 41 MiNet information emails over the year

External articles by us:

- Restorative Justice Consortium Newsletter – article on hate crime and RJ
- Joint letter with Crisis to Gordon Brown on Review of Skills
- The Voice – Equalities – April 2006

Articles on us:

- Third Sector on Commission for Equalities and Human Rights report
- New Start on Commission for Equalities and Human Rights report
- Inspire Magazine on community reassurance project/report
- Channel 4 on Joint Committee on Human Rights evidence
- Acevo 20 years of Leadership on Dinah Cox

Events:

- ChangeUp Finance Hub review – April 2006
- Association of London Government Needs Analysis – May 2006
- East London BAME Sub-regional awayday – May 2006
- West London BAME Sub-regional awayday – June 2006
- Central London BAME Sub-regional awayday – July 2006
- Cabinet Office Third Sector Review – July 2006
- Commission for Equalities and Human Rights and the VCS – December 2006
- Networking event for BAME VCS with Liz Meek, Regional Director Government Office for London – October 2006
- London Resilience Community Reassurance Conference – February 2007
- European Funding – March 2007
- ChangeUp Race Equality Council report launch – March 2007
- Equal focus groups – seminars – March 2007

Speaking engagements:

- London Civic Forum AGM on Commission for Equalities and Human Rights
- Mayor's State of London Debate on Elders and Mayoral Powers – May 2006
- ALG East London Pilot launch – July 2006
- Colourful Radio Regular contributor – August 2006 onwards
- Comprehensive Spending Review – September 2006
- Evelyn Oldfield Unit AGM – October 2006
- Merton Unity Network BME Strategy Launch – October 2006
- London Voluntary Service Council Annual Conference – November 2006
- Commissioning and Procurement for West London BME Network – November 2006
- Funding for the BAME Sector – January 2007
- Bicentenary of the abolition of the slave trade partnership event – January 2007
- Brent Refugee Forum Women's Day event – March 2007
- National Council of Voluntary Organisations local Government Network Launch – March 2007
- Greater London Authority Discrimination law review consultation event

Advisory groups/steering groups and boards

- 3rd Sector Alliance
- Age Concern and Joseph Rowntree Research group
- BAME London Health Commission Forum
- BME Standing Conference Partnership
- BME Elders Forum
- Board for Refugee Integration
- ChangeUp ICT Sub-group
- ChangeUp, London Regional Consortium, Equalities and Human Rights Sub-group
- ChangeUp Neighbourhoods Sub-group
- ChangeUp Regional Consortium
- ChangeUp Volunteering Sub-group
- City Parochial Foundation Advisory Group for the Preventing Racist Violence Programme
- Compact BME Sub-group
- Equality and Diversity Forum
- Gangs, Guns and Weapons Practitioners Forum and the Gangs Guns and Weapons Voluntary and Community Forum
- Government Office for London Black, Minority Ethnic, Refugee and Faith Advisory Group
- Government Office for London Community Reassurance Steering Group
- Heritage Diversity Task Force
- HM Prison Service RAG advisory Group
- Institute of Global Ethics, Impetus Award Scheme
- London Civic Forum Policy Advisory Group
- London Councils/London Voluntary Sector Steering Group
- London Health Observatory Expert Advisory Council
- London Resettlement Board
- London Resettlement Board — Women's Offender's Management Group
- London Sustainable Development Commission
- London Sustainable Exchange Environmental Justice in London Advisory Group
- Metropolitan Police Authority London Wide Race Hate Crime Forum
- Museums Libraries and Archives London 2007 Bicentenary Working Group
- National Council for Voluntary Organisations Policy Forum
- National Council on Ageing, Age Concern
- Olympics Voluntary and Community Sector Steering Group
- Queens Award for Volunteering Regional Panel
- Regional Compact Working Group
- Restorative Justice Consortium
- Safer London Foundation
- Third Sector Steering Group
- Voluntary Sector Forum Steering Group



ROTA plans to continue the activities outlined above in the forthcoming years subject to satisfactory funding arrangements. During 2007–2008 we will build on our reputation for effective delivery by ensuring we provide relevant information, events, representation and network opportunities for London's BAME VCS and policy makers in the statutory sector. Where possible we will work in partnership to bring added depth and value to the projects we undertake.

We intend to:

- Identify key policy issues for London's BAME communities from the areas of Equalities and Human Rights, Crime and Anti-social Behaviour, Culture, Education, Homelessness, Health and Social services and Regional Government. We will disseminate information on the issues through:
 - Producing ten targeted email policy newsletters
 - Producing four briefings on specific policy issues
 - Producing two editions each of our journals Agenda and Supplement
 - Producing two articles for external publications
 - Holding 12 information and consultation events on key policy issues
- Complete our research project on BAME homelessness and further develop our research projects on hate crime and the impact of gun, gangs and weapons.
- Redress under representation of BAME issues at regional, sub regional and local policy level by working with London's BAMEVCS organisations and London's policy makers by:
 - Speaking at twenty external policy events
 - Sitting on at least twenty policy steering groups
- Develop **MiNet** by widening membership and re-engaging an Advisory Group.
- Complete development of our internal database to give us easier access to our membership by locality and area of work.
- Put in place recommendations from the environmental audit to improve our sustainability.
- Celebrate **ROTA's** 10th anniversary.



Board of Trustees**Acting Chair**

Gurdial Bhamra

Board Members

Paul Gray

Nicholas Sharman

Kamila Zahno

Mark Clarke

Khurshid Alam

Nicholas Taylor (*appointed January 2007*)

Sharon Dennis (*appointed January 2007*)

Angela Noonan (*appointed January 2007*)

Ali Ahmed (*appointed January 2007*)

Tele Amuludun (*appointed January 2007*)

Marsha John (*appointed January 2007*)

Imtiaz Aziz (*resigned November 2006*)

Golam Morshed (*resigned May 2006*)

Jagroop Kaur Dhillon (*resigned May 2006*)

Volunteers (*first ones started in July 2006*):

Ndubuisi Nwokolo

Bizen Tesfaye

Joshua Kerry

Rabi Momoh-Abu

Ryan Honeyman

Baber Khan

Richard Turner

David Smith

Staff**Chief Executive**

Dinah Cox

Head of Networks

Rafiu Williams

Head of Policy

Theo Gavrielides — *from June 2006*

Office Administrator

Carlene Firmin

IT Manager (one day a week)

Jack Khooharungkitcharoen

Sub-regional Network Development Officer

Abdulrahman Mohammad — *until July 2006*

Sub-regional Network Development Officer

Nwadi Okereke — *until December 2006*

Equal Project Officer

Sza-Sza Zelleke — *until October 2006*

Equal Project Officer

Eshe Petinaud-Allen — *from November 2006*

**ChangeUp Equalities and
Human Rights Officer**

Barbara Nea — *from January 2007*



We have audited the financial statements of **Race On The Agenda** (ROTA) for the year ended 31st March 2007. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

This Report is made solely to the company's members, as a body in accordance with Section 235 of the Companies Act 1985. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors

The directors' responsibilities for preparing the Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards are set out in the Statement of Directors' Responsibilities. Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and United Kingdom Auditing Standards.

We report to you our opinion as to whether the financial statements give a true and fair view and are

properly prepared in accordance with the Companies Act 1985. We also report to you if, in our opinion, the Trustees' Report is not consistent with the financial statements, if the charity has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding trustees remuneration and transactions with the company is not disclosed.

We read other information contained in the Annual Report, and consider whether it is consistent with the audited financial statements. This other information comprises only the Directors' Report. We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements. Our responsibilities do not extend to any other information.

Basis of opinion

We conducted our audit in accordance with United Kingdom Auditing Standards issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the accounts. It also includes an assessment of the significant estimates and judgements made by the trustees in the preparation of the accounts, and of whether the accounting policies are appropriate to the charity's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which

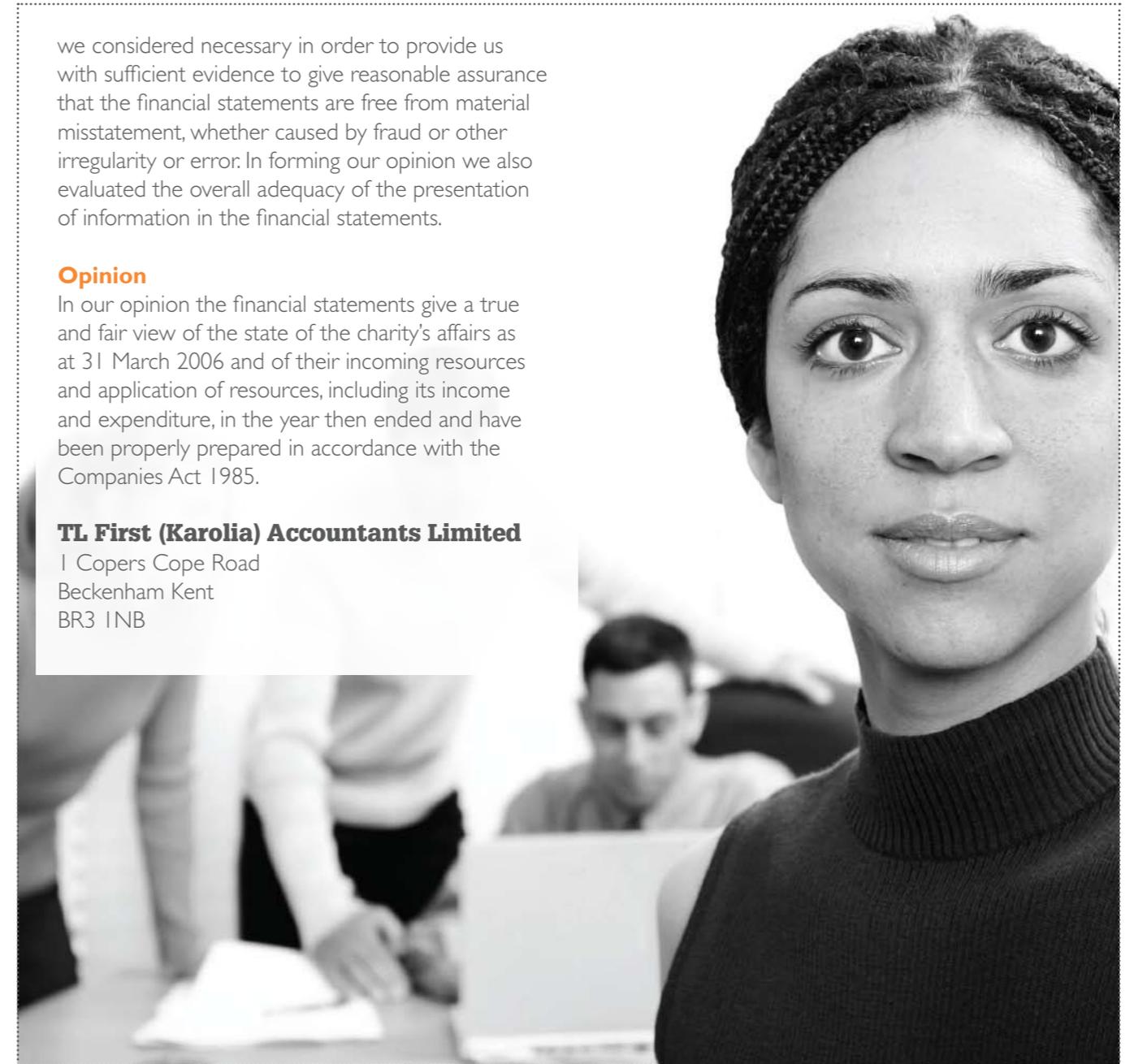
we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion the financial statements give a true and fair view of the state of the charity's affairs as at 31 March 2006 and of their incoming resources and application of resources, including its income and expenditure, in the year then ended and have been properly prepared in accordance with the Companies Act 1985.

TL First (Karolia) Accountants Limited

1 Copers Cope Road
Beckenham Kent
BR3 1NB



Statement of Financial Activities

for the year ended 31st March 2007 *(incorporating a summarised income and expenditure account)*

	Unrestricted funds £	Restricted funds £	2007 total £	2006 total £
Incoming resources				
Voluntary income (note 2)	127,090	158,797	285,887	421,864
Investment income	3,904	–	3,904	3,824
Charitable activities	–	–	–	–
Other incoming resources	–	150	150	171
Total incoming resources	130,994	158,947	289,941	425,859
Resources expended				
Fundraising income	–	–	–	21,361
Goods sold and other costs	–	–	–	–
Investments management costs	–	–	–	–
Charitable activities	90,193	270,604	360,797	271,316
Governance costs	–	–	–	–
Total resources expended	90,193	270,604	360,797	292,677
Net incoming/expenditure for the year before transfer				
	40,801	–111,657	(70,856)	133,182
Gains on revaluation of fixed assets	–	–	–	–
Net Movement in funds	40,801	–111,657	(70,856)	133,182
Total funds, brought forward	114,081	97,553	211,634	78,452
Total funds, carried forward				
	154,882	–14,104	140,778	211,634

Balance Sheet

as at 31st March 2007

	2007 £	2006 £
Fixed assets		
Tangible Assets	6,951	5,064
Investments	–	–
	6,951	5,064
Current assets		
Stocks: Items for resale	–	–
Debtors and Prepayments	6,128	6,128
Cash and Bank	136,874	214,376
	143,002	220,504
Creditors		
Amounts falling within one year	–9,175	–13,934
Net current assets	133,827	206,570
Total assets less liabilities	140,778	211,634
Income funds		
Unrestricted funds	(14,104)	97,553
Restricted funds	154,882	114,081
	140,778	211,634

Approved by the Board of Directors on 19th September 2007 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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www.rota.org.uk

ROTA is funded by:

ChangeUp

cpf CITY PAROCHIAL
FOUNDATION

Equal

ef Esmée
Fairbairn
FOUNDATION


EUROPEAN UNION
European Social Fund


Home Office
BUILDING A SAFE, JUST
AND TOLERANT SOCIETY


GOVERNMENT OFFICE
FOR LONDON

**LONDON
COUNCILS**

slf safer london foundation
everyone deserves a safer london