



ANNUAL REVIEW

2019/2020

IF WE MUST DIE

BY CLAUDE MCKAY

If we must die, let it not be like hogs
Hunted and penned in an inglorious spot,
While round us bark the mad and hungry dogs,
Making their mock at our accursed lot.
If we must die, oh, let us nobly die,
So that our precious blood may not be shed
In vain; then even the monsters we defy
Shall be constrained to honour us though dead!
Oh Kinsmen! We must meet the common foe;
Though far outnumbered let us show us brave,
And for their thousand blows deal one deathblow!
What though before us lies the open grave?
Like men we'll face the murderous, cowardly pack,
Pressed to the wall, dying, but fighting back!

[Link to Poem](#)

TABLE OF CONTENTS

FORWARD	1
GENERAL	3
ISSUES ADDRESSED DURING THE YEAR	5
CASE STUDIES	7
Health & Wellbeing	7
Tenancy Support/Health & Wellbeing	9
Case study: NH	9
Employability	10
Case study: Amir	10
Case study: Isaac	11
ESOL into Employment	12
Case study: Manuel	12
Information Advice & Guidance	12
Case Study: Mr J	12
FINANCIAL ACTIVITIES	14
Statement of Financial Activities	14
Balance Sheet at 31 March 2020	15
Affiliated Organisations/Individuals & Partners	16
FUNDERS	17

FORWARD

The summary of the work undertaken during the last financial year is set against a backdrop of heightened race differentials, restructured funding streams, concentrated effort on income generation and, relocation.

On the former, to use an example where racial minority communities play a significant part both as employees and unfortunately in disproportionate mortality rates, the NHS's recent records show Black and ethnic minority staff continue to be underrepresented in the most senior jobs in NHS trusts, although new data shows there are signs of some improvement. In 2019, black and ethnic minority staff made up 19.7% of the NHS trust workforce in England but only 8.4% of them were members of trust boards, an increase from 7.4% in 2018 and 7.0% in 2017. [Ethnic minority staff: trust boards still do not reflect NHS...](#)

The figures are compiled in the latest Workforce Race Equality Standard (WRES) report which uses nine key indicators to measure the experience and opportunities of white and ethnic minority people working in the NHS. They were published to coincide with the publication of *The BMJ's* special issue on racism in medicine.

They show that in London—which at 45% has the highest proportion of ethnic minority NHS staff—all 36 trusts had at least one board member from an ethnic minority background in 2019, up from 16 in 2014. But even this increase means that ethnic minority board members made up just 17.1% of boards

The services, Workforce Race Equality Standard WRES indicators relating to staff perceptions of discrimination, bullying, harassment, and abuse, and on beliefs regarding equal opportunities in the workplace, have not changed for both BME and white staff. p6

This reality is evident throughout all areas to include universities. Published in October 2019, the EHRC's report 'Tackling racial harassment: Universities challenged' found around a quarter of students from an ethnic minority background (24%), and 9% of White students, said they had experienced racial harassment since starting their course. This equates to 13% of all students. 20% of students had been physically attacked. 56% of students who had been racially harassed had experienced racist name-calling, insults, and jokes. <https://www.equalityhumanrights.com/sites/default/files/tackling-racial-harassment-universities-challenged.pdf>

We live in a world of contradictions. There is still today a lack of understanding of that 'inability to breath' accordant with George Floyd, as exemplified in the Windrush Lessons Learned Review Independent review by Wendy Williams (March 2020). The investigations found members of the Windrush generation and their children had been poorly served by this country. It went on to argue they had every right to be here and should never have been caught in the immigration net. The review further argued that the scandal was both foreseeable and avoidable with there being a range of warning signs from inside and outside the Home Office which were simply not heeded by officials and ministers. However, they were not prepared to make the 'racism' call, suggesting they were unable to make a definitive finding of institutional racism within the department, being consoled with its 30 recommendations.p7 [Windrush Lessons Learned Review: independent review by Wendy Williams \(accessible PDF\)](#)

It is these challenges which have steered TREC to engage further with:

- Universities
- Developing as Praxis Analysis and Publication Centre
- Young people's experience, creating a 3rd party reporting centre
- Increasing its social media presence and regular input into programmes

- Developing Heritage Impact Experience
- Developing corporate responsibility arrangements with the private sector

The above is on TREC moving forward, however, the following pages attempt to bring to light a cross-sectioned snippet of the services delivered by The Race Equality Centre during the last year, thanks to the staff, volunteers, and Executive members.

GENERAL

TREC has experienced several changes during this year leading to delivering our services in different ways and, in a different location. The decision to relocate to the Highfields Centre during the year was the result of in-depth discussions on options for sustainability facilitated by specialists; attendance by staff, volunteers and board members to an organisation review day using an external convenor to deliver and steer the agenda; and the creation of agreed development activities (still being actioned). These events were followed by further discussions and an Executive decision (February 2019) to relocate to the Highfields Centre.

So, following five years of delivering services from a self-contained working environment with its own conference/training facilities, TREC secured the 1st floor of Highfields Centre for its offices alongside its computer suite whilst accessing the 2nd floor classrooms for teaching and seminars. The interconnectedness of the work of both organisations has resulted in successful funding applications for both and has increased the co-working arrangements whilst remaining cognisant of our individual agenda and objectives. This is exemplified by the jointly organised contributions to the Journey2Justice programme: a roundtable discussion led by a refugee 'from asylum to refugee to confinement'; and a conference entitled '40 years on' – addressing racism in education. TREC's paper¹ on school exclusions published to coincide with the conference can be accessed on our website entitled: Watermelon is Spoiling on the Vine: School Exclusions and Race².

Working with other organisations aligns with TREC's ethos of remaining relevant to its area of work through advancing knowledge, expertise, professional development and giving context to the challenges:

Our involvement as consultant panel member for the National Institute for Health Research led by the University of Sheffield and De Montfort University on Social isolation and loneliness among people with UK's minority ethnic and/or migrant background for recommendations to be shared nationally

Our contribution to the University of Leicester's unit for Diversity Inclusion and Community Engagement's LeaderBoard Academy³ on Diversity & Inclusion in British Sport today. Equality proofing/challenging policies through Leicestershire County Council's Equality Challenge Group

Critically overviewing practices which could lead to less favourable outcomes within Leicestershire Fire and Police Advisory Group on Equalities. By way of an example, we argued for the removal of needing a full driving licence as an essential requirement within application forms for the Fire Service. Important to the recruitment processes both TREC and the Highfields Centre assisted in the Fire Service's black staff group's 'Have A Go Day' aimed at encouraging an increase in applications from racial minority communities.

Resulting from our work with Leicestershire Police Coercive Powers Scrutiny Group, funds have been released for the development of a 3rd Party Independent Reporting Centre aimed at increasing public

¹ Papers are produced by our researcher, Dion Hanna

² Website address: www.theraceequalitycentre.org.uk

³ <https://www2.le.ac.uk/departments/sociology/dice/news/dice-and-sporting-equals-present-leaderboard-academy>

confidence to report issues of concerns relating to treatment by the police, enhancing the way in which public feedback is collected and managed, whilst improving the existing feedback process.

We were fortunate to have Martin Forde QC as the keynote speaker at our last AGM, being appointed as an independent adviser to the Home Office, in respect of the then proposed Windrush Compensation Scheme. Mr Forbes was well placed to share insights into the development and expectations of the compensation scheme. TREC's response paper to the Windrush review is available on our website, entitled: Windrush, Shame and Scandal: Race, Class, Gender, and Immigration in a British Context.

Other areas of involvement

TREC have had their views aired on BBC Radio Leicester during the year to include:

- Martin Forde QC on Windrush.
- TREC on Black History.
- From Asylum Seeker to Refugee to Confinement; and,
- Black people and the relationship with the police.

Finally, this section started with the recognition of there being several changes during this year to the way in which our services have been delivered. Across the country everyone has had to think differently about how to work remotely due to the pandemic.

TREC too rearranged its service delivery arrangements to include engaging in several (hitherto alien) remote communication approaches and, creating a special (audio) edition of our e-bulletin for our users. This edition aimed at taking issues around COVID19 using audio to our clients commenced in March but was published in April 2020. Other editions of our e-bulletin⁴ were distributed in 2019 – April, June, September, October, December, and February. This year saw the inclusion of crossword exercise and two book reviews in our e-bulletins:

- 'Kill the black one first' by Michael Fuller and,
- 'White Privilege – the myth of a post racial society' by Professor Kalwant Bhopal.
- All e-bulletins are available on our website.

⁴ E-bulletins are edited and produced by Marc Worth

ISSUES ADDRESSED DURING THE YEAR⁵

AREA OF WORK	NOS. 2018 - 2019	NOS. 2019 - 2020
Case Tiers		
1	98	73
2	1192	863
3	384	518
	Total 1674	Total 1454
Chill & Chat Sessions		51
Benefits Generated	£1,383,242.62	£1,424,578.27
Employability Support	502	478
Employment Gained	23	70
SIA licence issued		32
ESOL into Employment	50	35
Immigration Support	222	202
Mental Health & Wellbeing	23	52
Race Discrimination Casework	74	65
Housing/Tenancy Issues	103	254
Accommodation Gained/saved	41	56

We closed 1077 cases assigned to 628 clients during this period. We provided a service/services to 90 nationalities.

The difference (above) in the lower figures against some of the heads this year is the result of several changes to TREC. The major of these changes being a move to our current address. The relocation from one office in the centre of town this year whipped up some obstacles for continuity of service delivery. What was planned to be a smooth transition grew into a period whereby staff were forced (at times) to operate from two sites. We unfortunately presumed once the infrastructure orders for the new location is placed (in plenty of time) and agreed, the reciting of the whole communication system would be undertaken by the experts all working together.

Unfortunately, an inordinate amount of time (and money) had to be spent rectifying blunders large and small (not of our making), leading to the need to change one provider and starting again from the beginning. The perseverance of our Office Manager facilitated a conclusion to this debacle. Our remedial actions have had the resultant effect of new clients securing our services with older clients returning for further assistance all from our new offices.

The casework figures show a 74% increase in our Tier 3⁶ level of response to clients. This increase is partly explained by the reduced numbers of organisations with the specialist skills and qualifications working on the issues relevant to our client base.

⁵ Issues addressed 01.04.19 - 19.03.20

⁶ To explain the difference between the tiers:
Tier 1: Assisted Information and Signposting.

The 'Chill and Chat' sessions are identified in these figures as it was a specific feature in the year, developed to address issues of loneliness and isolation as TREC have witnessed this at times leads to agitation and anxiety manifesting sometimes in aggressive behaviours.

It is worth noting that despite the 15% reduction on the last year of 'matters addressed', we are nonetheless recording a 3% increase in annual benefits generated, which would be linked to the increase in Tier 3 cases.

Also, of significance is the work undertaken to address employment and housing issues. This is significant because this was at a time when we were short staffed in those areas for part of the year. Also significant is we are witnessing increasing numbers of new arrivals being funnelled into the city once receiving a positive decision from an initial county base.

The following pages give a snapshot of the areas of face-to-face work undertaken during the year. This is to share with the reader the realities of barriers to living being experienced by our service users and the involvement of TREC's staff to assist in overcoming those barriers.

Tier 2: Generalist Advice, Guidance and Support. A more detailed assessment of the client's circumstances required; lower level of dedicated/specialist advice; would be resolved within 1-3 visits/appointments.

Tier 3: Specialist Advice, Guidance and Support. This level requires detailed assessment of the client's circumstances; high level of specialist advice; and possibly ongoing intervention over a number of weeks to resolve.

CASE STUDIES

HEALTH & WELLBEING



At the end of 2016 GA escaped a forced marriage. But her opportunity to start a new life was quickly eclipsed by the constant threats from her family. GA quotes “It was about honour killing as I had brought shame to them, so there were people after me trying to kill me. I had many messages and emails threats”

Given their dangerous situation, GA and her family member decided to apply for refugee status in the UK. The long waiting period left her in a limbo of uncertainty that affected her mental health.

In the UK more than 16,000 asylum seekers are waiting more than half a year for their applications to be processed.

In the case of GA, the wait lasted two years. During that period, asylum seekers are not allowed to work, “The wait was hard, it is as if they want you to give up in a way,” she says.

The discrimination she faced when trying to rent accommodation left her homeless. “We (her family member and herself) couldn’t find a private tenancy because nobody accepted us. Once I said that I was an asylum seeker they would reject us,” she explains. This is whilst the family member was themselves a refugee and in full time employment.

“That gave me more depression because I thought that after getting my refugee status, I would be able to find a job, and everything was going to be good. In reality, it was worse.” GA has three degrees, masters, postgraduate and bachelor. Her search for a job opportunity was as desperate as frustrating. The struggle to seek a stable life had just begun. “I tried to apply for a job, but it was difficult since they asked for three years of work history. That’s when I started volunteering for The Race Equality Centre,” she says. GA also experienced difficulties with the Job Centre in Leicester as she was told by one of the officers to apply for cleaning jobs. She felt she was being forced to be cheap labour.

“I don’t think the system is inclusive. It is only for UK and EU citizens and people with a work visa. But what about refugees? What about me?” she adds.

GA was over the moon when she received a call for a job opportunity as an interpreter working with refugees. She thought it was her chance to finally start a stable life.

“I was having PTSD..... I saw and heard things. For two days I was wandering the streets and I was really scared. I knocked on people’s doors asking for names. I thought people were chasing me. The psychotic episode made me believe that the police officers were the Saudi police,” she says. “I thought I had been kidnapped and brought back to Saudi Arabia.” she says.

GA was issued with a warrant under the Mental Health Act Section 2. For five weeks she was kept in confinement at the Bradgate Mental Health Unit. Psychiatrists diagnosed her with Psychosis and Dissociative Identity Disorder. “My mind created personalities to cope with reality. I created personalities to survive,” she explains. This was her survival mode.

While at the Bradgate Unit she was transferred from a single room to a communal room where many people were kept in a same space only separated by curtains.

Instead of a recovery, her stay in the Bradgate Mental Health Unit worsened her mental health. “They referred me to a specialist, but I am still on the waiting list for CBT (Cognitive Behavioural Therapy),” she says. GA was discharged after five weeks.

She believes the specialists did not handle her case appropriately because they were not aware of what she was going through. “With Post Traumatic Stress Disorder, you need to be in a controlled environment, but they put me in a communal room,” she says.

GA, like many other refugees, is now facing the emotional issues that arise after a long time living under intense stress and pressure. “Now, I have to cope with the new me. Last time I nearly cried when I couldn’t even read my bank statement,” she explains.

GA shared her story as above and experience as a refugee with Health professionals. TREC facilitated the session. The managers from NHS, Leicester Partnership Trust, Leicester City Council, and the voluntary sector were present. Many questions were raised during this session and as a result, the managers were now looking at culturally appropriate service provision.

TREC’s Health & Wellbeing Navigator attended a meeting of Leicester Partnership Board for Mental Health. At this meeting one of the Leicester Partnership Trust managers gave a presentation on changes that had been made at the Bradgate Unit recently, one of which is no sharing of communal areas where residents stay overnight.

TREC’s participation with health and wellbeing forums and activities highlighting the realities of our clients’ experiences such as GA’s, has led to us being invited to be involved in the review of mental health services provided through Leicestershire Partnership NHS Trust. Our involvement will include examining client experiences, understanding services currently provided against cultural differences and undertaking training of personnel to improve the knowledge base of the asylum/refugee process.

Overall GA has been instrumental in sharing her experience as a refugee, this is already having a major impact in Leicester City and will support future asylum and refugee cases for Mental Health and services in general.

TENANCY SUPPORT/HEALTH & WELLBEING

Case study: NH

NH came to the UK in 2013 from Iran. Originally, NH worked as a senior manager in the oil industry in Iran. During the year 2011-2013 he suffered from persecution both mental and physical while he was in Iran. He is now on medication for mental health and is in contact with his GP on a regular basis. NH was also admitted to the Bradgate Unit in Leicester for treatment during last year by the crisis team.

NH has been getting support from TREC with the application for Personal Independence Payment (PIP) and housing. He has also made an application for Indefinite Leave to Remain in the UK.

With the support from the Health & Wellbeing officer, NH is slowly increasing his confidence to attend appointments which he has been struggling due to his mental health. TREC Tenancy Support Officer supported NH with the progress of PIP through the appeal with the welfare rights officer and his housing application. NH is now attending the GP appointments on a regular basis and also making regular contact with his friends which he was finding difficult.

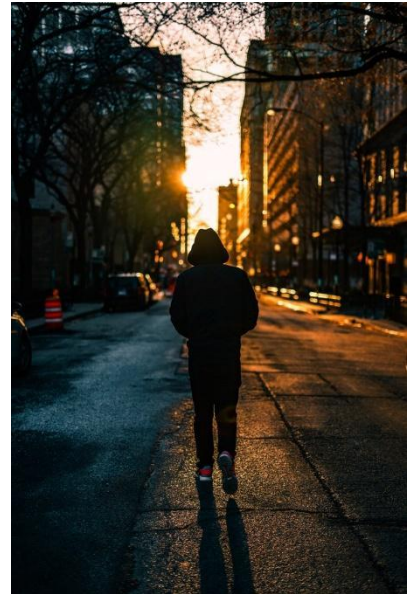
NH had his appeal date in January 2020, unfortunately it was cancelled. During this period, his anxiety levels increased which necessitated action from the crisis team. Both the Tenancy Officer and Health & Wellbeing officer gave him further support and liaised with welfare rights to chase the appeal for PIP and ensured he attended the appointment with the Occupational Health Therapist for his physical disability support.

In March 2020 NH had a date for his appeal for the PIP. On this occasion he was successful in gaining the award for the higher rate in both mobility and mental health.

NH has increased his confidence further and would now like to move near his family members and friends in London.

Outcome: Personal Independence Payment - client's weekly income increased by over £100 together with a back payment of just over £10,000. As you can imagine this is a life changing situation for an individual who has suffered alone for a long time.

This client was supported by two officers within TREC, (Health & Wellbeing Officer and Tenancy Support Officer) through some very troublesome times until the benefits and adaptations had all been awarded. This support proved invaluable as often people have struggled for so long that they find it difficult to see the light at the end of the tunnel.



EMPLOYABILITY



Case study: Amir

Most of our clients are relocated to Leicester by the Home Office after a few weeks normally spent in Birmingham. However, there is also a flow of clients moving to Leicester from cities in both northern England and Scotland because of the perception that our region offers better job opportunities.

Amir (a pseudonym) is just such an individual having originally been housed in Glasgow before moving to Leicester three years ago. Now aged 31 he is originally from Sudan where he had experience working in the construction industry as a plasterer.

Since arriving in the UK, he had gained some work experience while employed at an international logistics company in Dunfermline.

Initially we helped him prepare a CV and we discussed the type of work he was interested in pursuing. In the longer term he wanted to return to his past employment as a plasterer but initially his priority was to find employment to assist with his housing situation and to permit time to develop his English language skills. We then showed him how to look for work and apply for jobs and he was quickly able to secure employment with the same company he had worked for in Scotland.

Over the next two years he changed jobs twice while continuing to attend college where he gained an ESOL Level 2 qualification in English in 2019. Having achieved this he approached us in May of that year seeking our help to find work as a plasterer. To do this, he would require a UK qualification if he was going to be successful in gaining employment and we arranged for him to attend a taster session at Leicester College. He found this to be a positive experience and we helped him to register for the Plastering Diploma Level 2 course beginning that September.

In March of this year, he successfully completed the course and we have begun the process of obtaining a CSCS (Construction Skills Certification Scheme) card which both craftsmen and labourers require in order to work on construction sites. Unfortunately, this process has been hindered by the current pandemic, but we are optimistic that Amir should soon be able to start applying for plastering jobs once the construction industry reopens for business.

Case study: Isaac



Isaac (a pseudonym) is 54 and originally from Zimbabwe. Like many asylum seekers from that country, he had been left in limbo by the Home Office for many years before they finally granted him leave to remain in the UK in 2016.

He was subsequently successful in gaining access to local authority housing and finding employment. However, in November of last year he approached us for the first time as he had lost his job and needed our help to claim Universal Credit. It was later to emerge that he had also been evicted from his home by the city council and that he was receiving support for an alcohol problem.

Initially, we sought to ensure that he had made a homelessness claim as he was sofa surfing with a variety of friends, but it later became clear from conversations with the city council that they would not rehouse him because of his previous eviction. The only alternative would be to seek a private sector tenancy although the barrier of his unemployment would make this difficult.

In the circumstances we then gave priority to finding work for Isaac. We reviewed and updated his CV and began the process of applying for jobs with him. This was made more difficult by his poor eyesight and we actively encouraged him to get his eyes tested and supplied him with details of local opticians. We also interceded with his Job Centre advisor when he encountered difficulties with the DWP.

In February we were successful in getting the client two job interviews and we went through an interview scenario to prepare him. He was successful at the second interview and was initially given the job for a three-month probationary period. This has subsequently been made permanent and Isaac now has one area of stability in his life. With a positive outcome for his employment situation, he can now concentrate on resolving his housing issues which should be made easier now that he is no longer having to rely on benefits.

ESOL INTO EMPLOYMENT

Case study: Manuel

Manuel (pseudonym) is a Spanish-speaking new arrival from South America. He is extremely motivated and attends nearly all the sessions. However, he can be rather exuberant, and this has led, on some occasions, to certain tensions with some other learners. He also has difficulty with some English pronunciations and requires considerable one-to-one support regarding this.



We were fortunate to have a very keen young volunteer join us who has some basic understanding of the Spanish language. He has been able to utilise our additional classroom to work with Manuel on his pronunciation. This has significantly enhanced Manuel's learning experience with us. It has also helped to minimise potential discord within the wider group of learners.

Manuel and one other learner have been sufficiently empowered by the ESOL course that they joined a short course in social media, organised by Highfields Centre.

INFORMATION ADVICE & GUIDANCE

Case Study: Mr J



Individuals attend The Race Equality Centre (TREC's) offices with multiple issues and in some cases, these ongoing or changing circumstances result in one person visiting on multiple occasions. Integration of new arrivals into the City is by no means a one-off exercise and can sometimes take years.

By way of an example, Mr. J came to the UK from Sudan in June 2015 and was granted Refugee Status on 03/11/2015. Mr J was informed about the New Arrival services at The Race Equality Centre by his NASS housing officer.

Mr. J contacted our office on 23/11/2015 where he was assisted with his JSA (Job Seekers Allowance) claim, housing application, opening a bank account, and was referred to our Job Club for assistance to gain employment and CV writing. On the 5th January 2016, the client was further assisted in completing an integration loan application from the Home Office which was successfully processed in March 2016.

On 27/01/2016 Mr. J attended the office for assistance in completing a hardship payment form. On 23/05/2016 Mr. J returned for assistance with a referral to a food bank.

On 27/06/2016 he again returned and was assisted with his tenancy agreement as well as his water and utility registration. TREC assisted with completing an online housing benefit form, council tax claim, and referred Mr J to the New Parks Star Team and Hope4humanity. Jobcentre Plus was also informed of his change of address.

On 18/07/2016 the client was awarded his Community Support Grant and on 20/07/2016 the client was awarded his housing benefit and council tax. On 04/08/2016 the client returned for assistance in completing discretionary housing payments and council tax discretionary relief forms.

Mr. J began attending IT training which was offered by the Job club at TREC. On 17/10/2016 Mr. J presented for assistance in obtaining a character reference for a job he had managed to obtain following our job club related work with him.

Following further assistance Mr. J received his provisional license and his Travel Document and with his solicitor's assistance, was reunited with his wife and two children who came to the UK from Sudan 12/2019.

Mr. J again contacted our office on 23/01/2020 for further assistance to register his family with a GP, school registration, applying for a National Insurance number for his wife, and child benefit for the children. A referral to ESOL into employment support at TREC was immediately made for his wife.

ONE FURTHER CASE

During the C19 lockdown



Ms X presented to our Employability Officer some years ago as a new arrival requiring a job to get her off the Job Centre Plus books. She was adamant about this and in the interviews, she shared some of her life story. During this time, she requested assistance beyond that of getting into employment and as is our way – help (within the purview of our ability) was offered. We were able to assist her with her job applications and she is successfully working as a key worker in one of our hospitals having direct involvement with COVID-19 patients.

On the first day of the office closure a telephone call was made to our emergency number requesting access to the Employability Officer. The staff group WhatsApp then received a message for assistance from the officer as, this person had lost her father back home over the previous weekend. He was in a nursing home with no other family member in her country of birth. She had been advised by the nursing home of his death and that he had been transferred to a funeral parlour and with that, the nursing home had completed their duty of care.

There was no response from the commissions either in London or abroad (apparently due to the lockdown in both countries). We sought assistance from several senior community members who hailed from the location and were fortunate to be steered towards a helpful person in that country. They immediately passed on details of the chief officer within the appropriate department in the government office in the home of the deceased. We were also informed of the full criteria to get assistance. This department's duty was to assist families of deceased with no means of burying their family members.

Ms X was duly given the details and made the contact directly. Our client is now in a calmer place and able to grieve the loss of her father in the knowledge that he will be buried.

FINANCIAL ACTIVITIES

Statement of Financial Activities

(including summary income and expenditure account) for the year ended 31 March 2020

		Unrestricted funds	Restricted funds	2020 Total funds	2019 Total funds
	Notes	£	£	£	£
Income and endowments from:					
Donations and legacies		10	-	10	183
Other trading activities		1,840	-	1,840	1,870
Charitable activities		27,853	257,000	284,853	244,476
Investments		-	-	-	1
Total income	2	29,703	257,000	286,703	246,530
Expenditure on:					
Charitable activities	3	5,659	233,945	239,604	248,876
Total expenditure		5,659	233,945	239,604	248,876
Net income/(expenditure)		24,044	23,055	47,099	(2,346)
Transfers between funds	13	19,389	(19,389)	-	-
Net movement in funds		43,433	3,666	47,099	(2,346)
Reconciliation of funds:					
Total funds brought forward		39,004	14,176	53,180	55,526
Total funds carried forward		82,437	17,842	100,279	53,180

Balance Sheet at 31 March 2020

		Unrestricted funds	Restricted funds	2020 Total funds	2019 Total funds
	Notes	£	£	£	£
Fixed assets					
Tangible assets	9	7,284	9,498	16,782	15,369
Current assets					
Debtors	10	6,064	-	6,064	4,884
Cash at bank and in hand		80,674	86,606	167,280	109,420
Liabilities					
Creditors: Amounts falling due within one year	11	(11,585)	(78,262)	(89,847)	(76,493)
Net current assets		75,153	8,344	83,497	37,811
Total net assets		82,437	17,842	100,279	53,180
The funds of the charity:					
Unrestricted funds	13			82,437	39,004
Restricted funds				17,842	14,176
Total charity funds					

Affiliated Organisations/Individuals & Partners

<p>GROUPS</p> <p>AAA Strike 4 Success Limited Afro Innovation Group After 18 Age Concern Antigua & Barbuda Association Association for Bengali Communities Association of Afghan United in Britain Bangladesh Youth & Cultural Shomiti Brit Bangla Progressive Society CivicLeicester Confederation of Indian Organisations East West Community Project Emery Johnson Astills Employees United Union Federation of Iraqi Refugees Federation of Sikh Organisations Fosse Health Trust General Federation of Trade Unions Global Hands Highfields Community Association Hindu Religious & Cultural Society Indian Womens Association Indian Workers Association Leicester Barbados Association Leicester Black History Consortium Leicester Brahma Samaj Leicester Caribbean Carnival Leicester Caribbean Cricket Club Leicester City of Sanctuary Leicester Civil Rights Movement Leicester Ethnic Elderly Advocacy Project Leicester Irish Forum Leicester Red-Thread Ltd Leicestershire Asian Business Association</p>	<p>Leicestershire & District Trades Council Leicestershire Centre for Integrated Living Leicestershire Police Leicestershire Partnership NHS Trust Leicestershire & Rutland County FA Moat Community College National Association of Youth Justice Nirankari Advice Centre NUT, Black Teachers Network One Building Solution Ltd Opal Arts Polish Mums and Children's Centre Pride without Borders Pakistani Youth & Community Association Ramgaria Board Regent College Rezonarts Rik Basra Leukaemia Campaign Riverside Housing Savera Resource Centre Shama Women's Centre Shree Sanatan Mandir Soft Touch Arts Sported South Asian Health Action Charity St Matthew's Tenants Association Stephen Lawrence Research Centre Sugars Gym Telehealth Africa Telehealth Aspire Trade Sexual Health Transport & General Workers Union Communication Workers Union Unison Leicester Voluntary Action Leicestershire</p>	<p>West Indian Senior Citizens Project Westley Hall Community Centre</p> <p>INDIVIDUALS</p> <p>Ajay Aggarwal Faizan Arzbegi Rohini Corfield Dr. Carlton Howson Jennifer Finlayson Sirdeep Singh Flora Colin Green Garry Guye Abhilash Gupta Arthur Dion Hanna Julian Harrison Kathryn Hart Lara Hussain Anu Jalota Robert Lee Mr B Manek Rachel McGinty Kulbir Minhas Kirit Mistry Ashok Mohindra Israel Ndlovu Suzanna Overton-Edwards Mr D Patel Professor Raghu-Raghavan Professor Arthur Rowe Professor Surinder Sharma Harbans Thiaray Ghartey Vardon Mr D Wehner Wajeeda Yusuf Miriam Issa Anita Saigal Deano Presco</p>
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Claude McKay (1889–1948)

If We Must Die



Carl Van Vechten, © Van Vechten Trust. Beinecke Rare Book and Manuscript Library, Yale University

FUNDERS



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Registered Company Number: 03140691 (England and Wales)

Registered Charity Number: 1053154

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