

Charity Registration No. 1088411

Company Registration No. 04198889 (England and Wales)

**HUMAN RIGHTS & EQUALITIES CHARNWOOD
TRUSTEES' REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2012**

HUMAN RIGHTS & EQUALITIES CHARNWOOD

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	A Williams T Shaw J Miah V Watts A Payne D Thomas L Shaw A Bava D Green A Shahid D Naylor P Joyce
Secretary	P Lewis
Charity number	1088411
Company number	04198889
Principal address	66 Nottingham Road Loughborough Leicestershire LE11 1EU
Registered office	66 Nottingham Road Loughborough Leicestershire LE11 1EU
Auditors	Marsh & Moss Limited The Gables Bishop Meadow Road Loughborough Leicestershire LE11 5RE
Bankers	Lloyds TSB Bank Plc High Street Loughborough Leicestershire LE11 2QG

HUMAN RIGHTS & EQUALITIES CHARNWOOD

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HUMAN RIGHTS & EQUALITIES CHARNWOOD

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2012

The trustees present their report and accounts for the year ended 31 March 2012.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Companies Act 2006 and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005.

Structure, governance and management

The charity is a company limited by guarantee. The charity's objects are to work towards eliminating discrimination and to promote equality of opportunity and good relations between all persons in the Borough of Charnwood, in the County of Leicestershire. The charity is governed by its Memorandum and Articles of Association dated 19 August 2008.

The trustees, who are also the directors for the purpose of company law, who served during the year were:

A Williams	
D Beale	(Resigned 23 June 2011)
T Shaw	
J Miah	
V Watts	
A Payne	
D Thomas	
L Shaw	
A Bava	
D Green	(Appointed 29 June 2011)
A Shahid	(Appointed 23 June 2011)
D Naylor	(Appointed 29 June 2011)
P Joyce	(Appointed 23 June 2011)

New trustees are introduced to the workings of the charity. During the past year all the trustees were able to attend a day's dedicated induction training on their role as a trustee. Also, trustees had training on commissioning and procurement with a view to being able to maintain current funding and make new bids. Trustees are encouraged to identify training needs and attend appropriate external courses.

The board of trustees, which has up to 16 members, administers the charity and meets monthly. There are sub-committees responsible for membership, personnel, finance and property, marketing and publicity, and youth.

Partnership is key to the charity's method of working. Financial support is given by Leicestershire County Council, Charnwood Borough Council, Equality and Human Rights Commission and the British Council to carry out work programmes for them.

The charity also works in partnership with statutory bodies, the Bangladeshi Community Project, Loughborough Council of Faiths, Charnwood Refugee and Asylum Seekers Forum, Hate Incident Action Group, The Race Equality Centre (Leicester), Leicester LGB&T Centre, East Midlands Racial Equality Consortium and the Minorities of Europe.

The charity also has 3 co-option members during the year, these are as follows:

S Phipps
J Vincent
N Shukla

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

HUMAN RIGHTS & EQUALITIES CHARNWOOD

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2012

A key element in the management of financial risk is the setting of a reserves policy and its regular review by trustees. Trustees have resolved to ensure that the charity is able to continue to provide all services for a period of at least two months in the event of a significant proportion of our income not being realised and also, in the event of having to come to a close, sufficient funds to meet all its obligations.

In order to meet these obligations, the trustees have set a minimum level of £40,000 for the charity's free reserves.

Objectives and activities

To work towards eliminating discrimination and to promote equality of opportunity and good relations between all persons in the Borough of Charnwood, in the County of Leicestershire.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Achievements and performance

To monitor and improve its performance, the trustees have adopted Practical Quality Assurance System for Small Organisations (PQASSO). Under this we are reviewing all aspects of policy and procedures, making improvements where necessary.

Since widening our activities across all the equality strands, we have endeavoured to reflect this diversity in our membership, relationships with people and organisations across the Borough of Charnwood.

Partnership is very important to the trustees and we were able to build on our relationship with organisations, to make a successful consortium bid for new work for Leicestershire County Council.

During the year we continued to provide the following services:

Welfare Benefits & Immigration/Nationality Work.

We advise and take up individual casework and liaise with the Home Office and other agencies.

Assistance is given in completing necessary forms on various issues, for example housing, education, welfare benefits, immigration and nationality on behalf of service users.

Hate Incident Action Project

This project, funded by the Equality and Human Rights Commission, has been established in cooperation with Charnwood Borough Council and Leicestershire Constabulary. It carries out hate incident casework, facilitates centres where hate incidents can be reported and gives hate incident training. We were successful in renewing this project until December 2012.

Youth Task Group

The group works in partnership with Minorities of Europe to organise conferences around "Mainstreaming Intercultural Learning in Youth Work".

We have a website which includes material from our trustees and links to other relevant sites www.humanrightsandequalitiescharnwood.org. We have continued to improve our site during the year.

Although there may be a considerable difference between the carrying value and market value of the land and buildings the trustees do not consider it to be a practicable exercise to have the property revalued.

Financial review

The charity has total unrestricted funds carried forward of £60,487 (2011: £61,114) a decrease of £627.

HUMAN RIGHTS & EQUALITIES CHARNWOOD

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2012

Disclosure of information to auditors

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

These accounts have been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

Auditors

A resolution proposing that Marsh & Moss Limited be reappointed as auditors of the company will be put to the members.

On behalf of the board of trustees

T Shaw

Trustee

Dated:

HUMAN RIGHTS & EQUALITIES CHARNWOOD

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees, who are also the directors of Human Rights & Equalities Charnwood for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, the trustees 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; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

HUMAN RIGHTS & EQUALITIES CHARNWOOD

INDEPENDENT AUDITORS' REPORT

TO THE TRUSTEES OF HUMAN RIGHTS & EQUALITIES CHARNWOOD

We have audited the accounts of Human Rights & Equalities Charnwood for the year ended 31 March 2012 set out on pages 7 to 18. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' 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 charitable company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of Human Rights & Equalities Charnwood for the purposes of company law, are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view.

The trustees have elected for the accounts to be audited in accordance with the Charities Act 2011 rather than the Companies Act 2006. Accordingly we have been appointed as auditors under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our responsibility is to audit and express an opinion on the accounts in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the accounts

An audit involves obtaining evidence about the amounts and disclosures in the accounts sufficient to give reasonable assurance that the accounts are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charity's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the accounts. In addition, we read all the financial and non-financial information in the Trustees' Annual Report to identify material inconsistencies with the audited accounts. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on accounts

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2012 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

HUMAN RIGHTS & EQUALITIES CHARNWOOD

INDEPENDENT AUDITORS' REPORT (CONTINUED)

TO THE TRUSTEES OF HUMAN RIGHTS & EQUALITIES CHARNWOOD

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the Trustees' Report is inconsistent in any material respect with the accounts; or
- the charitable company has not kept adequate accounting records; or
- the accounts are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Mr Martin Shannon F.C.C.A (Senior Statutory Auditor)
for and on behalf of Marsh & Moss Limited

Accountants and Statutory Auditor

The Gables
Bishop Meadow Road
Loughborough
Leicestershire
LE11 5RE

Dated:

Marsh & Moss Limited is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

HUMAN RIGHTS & EQUALITIES CHARNWOOD

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2012

	Notes	Unrestricted funds £	Restricted funds £	Total 2012 £	Total 2011 £
<u>Incoming resources from generated funds</u>					
Donations and legacies	2	778	-	778	587
Investment income	3	7	-	7	13
		785	-	785	600
Grants receivable	4	81,818	95,793	177,611	216,864
Other income	5	834	-	834	1,022
Total incoming resources		83,437	95,793	179,230	218,486
<u>Resources expended</u>					
	6				
Charitable activities					
Hate Incident Project		-	68,317	68,317	68,207
Promotion of equality and opportunity		80,502	-	80,502	81,108
Lloyds TSB Foundation		-	6,476	6,476	12,504
Awards for All (IT equipment)		-	784	784	-
LCC Forced Marriage		-	767	767	-
Youth Task Group		-	16,494	16,494	34,710
Prevent grant		-	6,206	6,206	14,849
Total charitable expenditure		80,502	99,044	179,546	211,378
Governance costs		1,902	1,217	3,119	3,266
Total resources expended		82,404	100,261	182,665	214,644
Net incoming/(outgoing) resources before transfers		1,033	(4,468)	(3,435)	3,842
Gross transfers between funds		(1,660)	1,660	-	-
Net (expenditure)/income for the year/ Net movement in funds		(627)	(2,808)	(3,435)	3,842
Fund balances at 1 April 2011		61,114	12,945	74,059	70,217
Fund balances at 31 March 2012		60,487	10,137	70,624	74,059

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

HUMAN RIGHTS & EQUALITIES CHARNWOOD

BALANCE SHEET

AS AT 31 MARCH 2012

	Notes	2012 £	£	2011 £	£
Fixed assets					
Tangible assets	9	68,018		67,421	
Current assets					
Debtors	10	10,316		16,832	
Cash at bank and in hand		27,205		23,601	
		<u>37,521</u>		<u>40,433</u>	
Creditors: amounts falling due within one year	11	<u>(9,219)</u>		<u>(5,908)</u>	
Net current assets		<u>28,302</u>		<u>34,525</u>	
Total assets less current liabilities		<u>96,320</u>		<u>101,946</u>	
Creditors: amounts falling due after more than one year	12	<u>(25,696)</u>		<u>(27,887)</u>	
Net assets		<u>70,624</u>		<u>74,059</u>	
Income funds					
Restricted funds:	13				
Hate Incident Action Project		374		-	
Lloyds TSB Foundation		-		6,357	
Prevent grant		-		4,922	
Other restricted funds		9,763		1,666	
		<u>10,137</u>		<u>12,945</u>	
Unrestricted funds		<u>60,487</u>		<u>61,114</u>	
		<u>70,624</u>		<u>74,059</u>	

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2012, although an audit has been carried out under section 144 of the Charities Act 2011. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these accounts under the requirements of the Companies Act 2006.

The directors acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with section 386 of the Act and for preparing accounts 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 incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

HUMAN RIGHTS & EQUALITIES CHARNWOOD

BALANCE SHEET (CONTINUED)

AS AT 31 MARCH 2012

These accounts have been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

The accounts were approved by the Board on

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T Shaw

Trustee

Company Registration No. 04198889

HUMAN RIGHTS & EQUALITIES CHARNWOOD

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2012

1 Accounting policies

1.1 Basis of preparation

The accounts have been prepared under the historical cost convention.

The going concern basis is dependent on the charity continuing to receive grant funding. The funding received from Leicestershire County Council is secure until September 2012 the continuation of this funding will be reassessed in July 2012. The trustees are confident that this re-assessment will result in the grant funding continuing on a basis that will provide the charity with sufficient resources for the foreseeable future. It is on this basis that the trustees consider it appropriate to prepare the financial statements on the going concern basis and the financial statements do not include any adjustments that may result should this grant funding not continue beyond September 2012.

The accounts have been prepared in accordance with applicable accounting standards, the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005 and the Companies Act 2006.

1.2 Incoming resources

All incoming resources are included in the SOFA when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Grants receivable are credited to the SOFA in the year to which they relate.

To ensure compliance with the accruals concept it may be necessary to defer income into the following period.

1.3 Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources.

1.4 Tangible fixed assets and depreciation

Tangible fixed assets costing more than £500 are capitalised and included at cost including any incidental expenses on acquisition.

Depreciation is provided using the following rates and bases to reduce by annual instalments the cost, less estimated residual value, of the tangible assets over their estimated useful lives:-

Fixtures and fittings	15% Reducing balance
Office Equipment	25% Reducing balance

No depreciation is provided on the charity's property as it is the organisation's policy to maintain this so as to extend its useful life.

HUMAN RIGHTS & EQUALITIES CHARNWOOD

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2012

1 Accounting Policies

(continued)

1.5 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income and gains are allocated to the specific fund.

1.6 Value Added Tax

The Charity is not required to register for VAT. All income and expenses include VAT where applicable.

2 Donations and legacies

	2012 £	2011 £
Donations and gifts	<u>778</u>	<u>587</u>

3 Investment income

	2012 £	2011 £
Interest receivable	<u>7</u>	<u>13</u>

HUMAN RIGHTS & EQUALITIES CHARNWOOD

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2012

4 Grants receivable

	Unrestricted funds £	Restricted funds £	Total 2012 £	Total 2011 £
Leicestershire County Council	51,509	4,700	56,209	51,509
Charnwood Borough Council	23,509	-	23,509	23,715
Loughborough Council of Faiths	3,300	-	3,300	6,600
Lloyds TSB Foundation	-	-	-	14,900
Hate Incident Project	-	69,700	69,700	67,584
Charnwood Disability Forum	-	500	500	-
Awards for All (IT equipment)	-	4,500	4,500	-
Leicestershire Constabulary	-	-	-	400
Youth Task Group	-	16,393	16,393	32,156
Prevent grant	-	-	-	20,000
East Midlands Racial Equality Consortium	3,500	-	3,500	-
	<u>81,818</u>	<u>95,793</u>	<u>177,611</u>	<u>216,864</u>

5 Other income

	2012 £	2011 £
Other income	<u>834</u>	<u>1,022</u>

HUMAN RIGHTS & EQUALITIES CHARNWOOD

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2012

6 Total resources expended

	Staff costs £	Depreciation £	Other costs £	Total 2012 £	Total 2011 £
Charitable activities					
<u>Hate Incident Project</u>					
Activities undertaken directly	61,838	225	6,254	68,317	68,207
<u>Promotion of equality and opportunity</u>					
Activities undertaken directly	72,074	325	8,103	80,502	81,108
<u>Lloyds TSB Foundation</u>					
Activities undertaken directly	5,191	-	1,285	6,476	12,504
<u>Awards for All (IT equipment)</u>					
Activities undertaken directly	-	383	401	784	-
<u>LCC Forced Marriage</u>					
Activities undertaken directly	-	-	767	767	-
<u>Prevent Grant</u>					
Activities undertaken directly	5,451	-	755	6,206	14,849
<u>Youth Task Group</u>					
Activities undertaken directly	-	-	16,494	16,494	34,710
	144,554	933	34,059	179,546	211,378
Governance costs	-	-	3,119	3,119	3,266
	144,554	933	37,178	182,665	214,644

Governance costs includes payments to the auditors of £3,119 (2011- £3,266) for audit fees.

Included in other costs is mortgage interest of £1,467 (2011 - £1,568).

7 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

HUMAN RIGHTS & EQUALITIES CHARNWOOD

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2012

8 Employees

Number of employees

The average monthly number of employees during the year was:

	2012	2011
	Number	Number
Charitable activities	7	8
Management and administration	1	1
	<hr/> 8 <hr/>	<hr/> 9 <hr/>

Employment costs

	2012	2011
	£	£
Wages and salaries	135,103	147,475
Social security costs	9,451	9,247
	<hr/> 144,554 <hr/>	<hr/> 156,722 <hr/>

There were no employees whose annual remuneration was £60,000 or more.

HUMAN RIGHTS & EQUALITIES CHARNWOOD

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2012

9 Tangible fixed assets

	Land and buildings £	Office equipment £	Fixtures and fittings £	Total £
Cost				
At 1 April 2011	65,000	16,181	3,096	84,277
Additions	-	1,530	-	1,530
At 31 March 2012	65,000	17,711	3,096	85,807
Depreciation				
At 1 April 2011	-	14,313	2,543	16,856
Charge for the year	-	850	83	933
At 31 March 2012	-	15,163	2,626	17,789
Net book value				
At 31 March 2012	65,000	2,548	470	68,018
At 31 March 2011	65,000	1,868	553	67,421

Net book value at 31 March 2012 represents fixed assets used for:

Direct charitable purposes:

Unrestricted	65,000	726	470	66,196
Restricted	-	1,822	-	1,822
	65,000	2,548	470	68,018

Although there may be a considerable difference between the carrying value and market value of the land and buildings the trustees do not consider it to be a practicable exercise to have the property revalued.

10 Debtors	2012 £	2011 £
Other debtors	7,213	16,175
Prepayments and accrued income	3,103	657
	10,316	16,832

HUMAN RIGHTS & EQUALITIES CHARNWOOD

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2012

11 Creditors: amounts falling due within one year	2012	2011
	£	£
Other loans	2,209	2,102
Taxes and social security costs	4,094	730
Wages control account	(465)	(465)
Accruals	3,381	3,541
	<hr/> 9,219 <hr/>	<hr/> 5,908 <hr/>
12 Creditors: amounts falling due after more than one year	2012	2011
	£	£
Other loans	25,696	27,887
	<hr/> 25,696 <hr/>	<hr/> 27,887 <hr/>
Analysis of loans		
Not wholly repayable within five years by instalments:		
Due within five years	12,230	11,641
Due after more than five years	15,675	18,348
	<hr/> 27,905 <hr/>	<hr/> 29,989 <hr/>
Included in current liabilities	(2,209)	(2,102)
	<hr/> 25,696 <hr/>	<hr/> 27,887 <hr/>
Loan maturity analysis		
In more than five years	15,675	18,348
	<hr/> 15,675 <hr/>	<hr/> 18,348 <hr/>

The mortgage loan is secured on the freehold property.

HUMAN RIGHTS & EQUALITIES CHARNWOOD

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2012

13 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				Balance at 31 March 2012
	Balance at 1 April 2011	Income	Expenditure	Transfer from unrestricted fund	
	£	£	£	£	£
BCU Funding	1,091	-	-	-	1,091
Hate Incident Project	-	69,700	(69,378)	-	322
Prevent Grant	4,922	-	(6,268)	1,346	-
Youth Task Group	-	16,393	(16,494)	101	-
Lloyds TSB Foundation	6,357	-	(6,570)	213	-
Awards for All	255	-	-	-	255
Leicestershire Council for Voluntary Youth Service	320	-	-	-	320
LCC Forced Marriage	-	4,700	(767)	-	3,933
Awards for All (IT equipment)	-	4,500	(784)	-	3,716
Charnwood Disability Forum	-	500	-	-	500
	<u>12,945</u>	<u>95,793</u>	<u>(100,261)</u>	<u>1,660</u>	<u>10,137</u>

BCU Funding is provided by the Leicestershire Constabulary to assist in the prevention of anti-social behaviour and crime.

Awards for All is funding for the design and initial set up of a data base and maintenance for system support for caseworkers.

Awards for All have also provided funding of £4,500 in 2012 to buy replacement IT equipment. This is the Awards for All (IT equipment) grant.

Leicestershire Council for Voluntary Youth Service is for repairs to the charity's property.

The Youth Task Group works in partnership with Minorities of Europe to organise conferences around "Mainstreaming Intercultural Learning in Youth Work". This brings together 25 young people from across Europe to Charnwood and is funded by the British Council.

During the year ended 31 March 2010 the charity successfully secured funding from Lloyds TSB Foundation for a two year project working with South Asian Women. The project helps women, particularly from the Bangladeshi community to play a fuller role in their environment and take a more active role in society.

In 2009 Human Rights and Equalities Charnwood in partnership with Charnwood Borough Council and Loughborough Police applied to Equality & Human Rights Commission for a 3 year project working around hate crime. A grant of £209,100 was successfully awarded in November 2009 and since then the Hate Incident Project has been underway.

HUMAN RIGHTS & EQUALITIES CHARNWOOD

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2012

13 Restricted funds

(continued)

The prevent project is funded by Charnwood Borough Council to deliver specific outputs under the Government's Prevent Agenda. This was a one year project that ended in July 2011.

The charity secured a six month (January to June 2012) project through the Leicestershire County Council Area Forum grants to deliver a project on raising awareness of forced marriages and honour-based violence.

The Charnwood Disability Forum is funding towards updating a guide for Loughborough to assist the disabled.

14 Analysis of net assets between funds

	Unrestricted	Restricted	Total
	£	£	£
Fund balances at 31 March 2012 are represented by:			
Tangible fixed assets	66,196	1,822	68,018
Current assets	29,206	8,315	37,521
Creditors: amounts falling due within one year	(9,219)	-	(9,219)
Creditors: amounts falling due after more than one year	(25,696)	-	(25,696)
	<u>60,487</u>	<u>10,137</u>	<u>70,624</u>

15 Commitments under operating leases

At 31 March 2012 the company had annual commitments under non-cancellable operating leases as follows:

	2012	2011
	£	£
Expiry date:		
In over five years	<u>618</u>	<u>-</u>

16 Related parties

During the year Trevor Shaw (director and trustee) made an interest free loan of £10,000 to the charity. This was repaid before the year end.

HUMAN RIGHTS & EQUALITIES CHARNWOOD

SUMMARY INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2012

GENERAL FUND

	2012 £	2011 £
Income		
Grants	81,818	81,824
Interest	7	13
Donations	778	587
Miscellaneous	834	1,022
	<hr/>	<hr/>
Total income	83,437	83,446
Expenditure		
Wages and salaries	72,074	71,289
Training	164	88
Rates	335	262
Insurance	1,709	1,185
Light and heat	777	1,318
Repairs and maintenance	394	507
Postage, stationery and advertising	1,459	1,549
Telephone	985	803
Travel expenses	278	332
Affiliation fees	33	138
Audit and accountancy	1,902	1,764
Information papers	18	25
Bank charges and interest	215	306
General expenses	1,341	3,036
Overhead allocation	(500)	(1,000)
Depreciation	325	421
	<hr/>	<hr/>
	81,509	82,023
Interest payable:		
Mortgage interest	895	847
	<hr/>	<hr/>
	82,404	82,870
	<hr/>	<hr/>
Surplus for the year	<u>1,033</u>	<u>576</u>

HUMAN RIGHTS & EQUALITIES CHARNWOOD

SUMMARY INCOME AND EXPENDITURE ACCOUNT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2012

	2012	2011
Analysis of Grants		
Leicestershire County Council	51,509	51,509
Charnwood Borough Council	23,509	23,715
Loughborough Council of Faiths	3,300	6,600
East Midlands Racial Equality Consortium	3,500	-
	<hr/> 81,818 <hr/>	<hr/> 81,824 <hr/>

HUMAN RIGHTS & EQUALITIES CHARNWOOD

SUMMARY INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2012

YOUTH TASK GROUP	2012	2011
	£	£
Income		
Grant	16,393	32,156
Expenditure		
General expenses	16,494	34,712
(Deficit) for the year	(101)	(2,556)
	<hr/> <hr/>	<hr/> <hr/>
HATE INCIDENT ACTION PROJECT	2012	2011
	£	£
Income		
Grant	69,700	67,584
Expenditure		
Wages and salaries	61,838	62,666
Depreciation	225	300
General expenses	7,315	6,254
	<hr/>	<hr/>
	69,378	69,220
	<hr/>	<hr/>
Surplus/(Deficit) for the year	322	(1,636)
	<hr/> <hr/>	<hr/> <hr/>
LLOYDS TSB FOUNDATION	2012	2011
	£	£
Income		
Grant	-	14,900
Expenditure		
Wages and salaries	5,191	9,573
General expenses	1,379	3,191
	<hr/>	<hr/>
	6,570	12,764
	<hr/>	<hr/>
(Deficit)/Surplus for the year	(6,570)	2,136
	<hr/> <hr/>	<hr/> <hr/>

HUMAN RIGHTS & EQUALITIES CHARNWOOD

SUMMARY INCOME AND EXPENDITURE ACCOUNT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2012

PREVENT GRANT	2012	2011
	£	£
Income		
Grant	-	20,000
Expenditure		
Wages and salaries	5,451	13,194
General expenses	817	1,884
	<hr/>	<hr/>
	6,268	15,078
	<hr/>	<hr/>
(Deficit)/Surplus for the year	(6,268)	4,922
	<hr/> <hr/>	<hr/> <hr/>
LCC FORCED MARRIAGE	2012	2011
	£	£
Income		
Grant	4,700	-
Expenditure		
General expenses	767	-
	<hr/>	<hr/>
Surplus for the year	3,933	-
	<hr/> <hr/>	<hr/> <hr/>
AWARS FOR ALL (IT EQUIPMENT)	2012	2011
	£	£
Income		
Grant	4,500	-
Expenditure		
Depreciation	383	-
General expenses	401	-
	<hr/>	<hr/>
	784	-
	<hr/>	<hr/>
Surplus for the year	3,716	-
	<hr/> <hr/>	<hr/> <hr/>
CHARNWOOD DISABILITY FORUM	2012	2011
	£	£
Income		
Grant	500	-
	<hr/>	<hr/>
Surplus for the year	500	-
	<hr/> <hr/>	<hr/> <hr/>
