Company No: SC 208570

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 MARCH 2011

Company Registration No. SC 208570

Charity No. SC010373



WHITELAW WELLS

Chartered Accountants & Statutory Auditors
9 Ainslie Place, Edinburgh
EH3 6AT

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

FINANCIAL STATEMENTS

For the year ended 31 March 2011

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CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

FINANCIAL STATEMENTS

For the year ended 31 March 2011

REPORT OF THE DIRECTORS

The directors present their report and audited financial statements for the year ended 31 March 2011.

REFERENCE AND ADMINISTRATIVE INFORMATION

Company Registration Number
SC 208570

Charity Number
SC010373

Honorary Presidents
The Late Mr. Campbell Christie
Claude Moraes, MEP

Address
Community Education Centre
Park Street
Falkirk
FK1 1RE

Directors/Management Board
Fungai Magoche (appointed 11/5/11)
Kelly Sagar (appointed 06/04/11)
Provost Pat Reid (appointed 26/10/11)
Shazia Irfan (appointed 02/08/11)
Rev. Timothy Njuguna
Brian Guthrie
Cllr Steven Jackson (appointed 11/05/11)
Dr. Ishaq Abu-Arafeh (resigned 22/11/10)
Helena Buckley (resigned 22/11/10)
Mohammed Azeem (resigned 31/3/11)
Dr. Satwant Multani (resigned 16/3/11)
Robert Adams (resigned 25/7/11)
Azmat Syed (resigned 29/6/11)
Iris Aitchison (resigned 22/11/10)
Rosa MacPherson (resigned 16/3/11)
William Kidd (resigned 12/12/10)
Iftikhar Ahmed (resigned 16/3/11)
Shazia Nadeem (resigned 16/3/11)
Ross Paterson (resigned 22/11/10)

Bankers
Unity Trust Bank
Nine Brindleyplace
4 Ouzells Square
Birmingham
B1 2HB

Independent Auditors
Whitelaw Wells
Chartered Accountants & Statutory Auditors
9 Ainslie Place
Edinburgh
EH3 6AT

Senior Statutory Auditor
David Main

Company Secretary

Robert Adams (22/11/10-25/7/11)
Rosa MacPherson (resigned 22/10/11)

Consultant Observers
Provost Fergus Wood – Stirling Council
Cllr. Kenny Earle - Clackmannanshire Council
Cllr Alan Nimmo – Falkirk Council
Jess Kennedy – Falkirk Council
Cath Sutherland – Stirling Council
Cheryle Rankine – Central Scotland Police
Francine Orr – Clackmannanshire Council

Acting General Manager
Serah Kimuyu

Chairperson
Brian Guthrie (appointed 22/11/10)
Dr. Ishaq Abu-Arafeh (resigned 22/11/10)

Vice Chairperson
Helena Buckley (resigned 22/11/10)

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

FINANCIAL STATEMENTS

For the year ended 31 March 2011

REPORT OF THE DIRECTORS

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governance Document

Central Scotland Regional Equality Council (CSREC) is a company limited by guarantee (SC 208570) and a registered charity (SC 010373) governed by its Memorandum and Articles of Association. CSREC was established in 1984 and its membership is made up of individuals and any corporate or un-incorporated association which is interested in furthering the work of the CSREC. It has operated as a company limited by guarantee since 2000. CSREC has a remit to work primarily within the Forth Valley and works in partnership and co-operates with other organisations as appropriate.

Recruitment and Appointment of Directors

Organisations and individuals who are committed to the objects of CSREC are admitted to the membership of the organisation. Thereafter a member can be proposed and elected to serve on the board, subject to ratification at the AGM. Under the Articles the members of the Board of Directors are elected to serve a period of three years but are eligible for re-election for a further three years, up to a maximum of nine years continuous service. Following a lapse of three years, a member can be eligible again for election.

Director Induction and Training

New Board members are offered induction and training to cover the following:

- Obligations of the Directors of the Board
- Recruitment and interviews
- Race Relations legislation
- Good Governance and Core Standards

Risk Management

The directors continue to assess the major risks to which the company is exposed, in particular those related to the operations and finances of the company, to satisfy themselves that systems are in place to mitigate exposure to the major risks. The directors have examined the major strategic, business and operational risks which might affect the organisation and confirm that systems have been reviewed and the necessary steps taken to lessen these risks.

Organisational Structure

CSREC is currently governed by a Management Board of eight members, whom are elected as directors from the membership. The Management Board appoints from its members a Membership Panel, Finance and General Purposes Subcommittee and Personnel Subcommittee.

The Management Board may appoint other subcommittees, ad hoc working parties or task groups. The Management Board may also co-opt persons, to the Board or its subcommittees, with expertise to offer in a subject area.

REPORT OF THE DIRECTORS

Consultant Observers such as representatives from funding bodies are invited to attend Management Board meetings. The Company Secretary and Honorary President are also invited to Management Board meetings.

The Directors who served on the board during the year are listed on page 1.

Related Parties

In so far as it is complementary to the charity's objects, CSREC is guided by both local and national policy in particular the Race Relations Amendment Act 2000.

Some of the directors are involved in other charities, with broadly similar aims. All the directors have signed a 'Code of Practice' and 'Register of Directors' Interests' and are aware of their responsibilities regarding potential conflicts of interest.

OBJECTIVES AND ACTIVITIES

Our mission is to work towards a fair Central Scotland, which gives everyone an equal chance to learn, work and live free from discrimination and prejudice and the fear of harassment and violence.

CSREC is opposed to all forms of discrimination and oppression. We actively promote justice and equality of opportunity for all. We are committed to plan and deliver services in a manner that is transparent, professional, sensitive and values diversity.

We aim:-

a) to work towards the elimination of all forms of discrimination; and

b) to promote equality of opportunity and good relations between persons of different groups without distinction on grounds of colour, race, nationality, ethnic or national origin, gender, marital status, disability, sexual orientation, age and creed; and

c) to promote and improve co-operation in the achievement of our aims by creating effective equality partnerships with statutory authorities, voluntary organisations and other relevant agencies.

The main objectives and activities for the year continued to focus upon advocacy and representation and the promotion of equality of opportunity and good relations. This was carried out through a variety of projects and events.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

FINANCIAL STATEMENTS

for the year ended 31 March 2011

REPORT OF THE DIRECTORS

CSREC has worked in partnership with:-

- Minority Ethnic Community Groups and individuals like the Stirling Multicultural Partnership, Rainbow Women Group, Central Scotland African Union (CeSAU), Indian Community Group e
- Scottish Alliance for Regional Equality Councils (SAREC)
- National Health Service (Forth Valley)
- Open Secret,
- Citizens Advice Bureau,
- Council for Voluntary Service (CVS) ,
- Falkirk and District Association for Mental Health (FDAMH)
- Forth Valley Advocacy (FVA)
- Falkirk Council
- Multi-agency Harassment and Racial Strategy (MAHRS)
- Community Education Department, Falkirk Council
- Employment Training Unit, Falkirk Council
- Falkirk Football Club
- Scottish Trade Union Congress (STUC)
- Council for Ethnic Minority Voluntary Organisations (CEMVO)
- Black & Ethnic Minorities Infrastructure Scotland (BEMIS)
- Coalition for Racial Equality & Rights (CRER)
- Scottish Council for Voluntary Organisations (SCVO)
- Workers Educational Association, Falkirk (WEA)

ACHIEVEMENTS AND PERFORMANCE

This year we processed 260 enquiries, 49% of which were information requests, 34% relating to legal assistance requests, and 17% to employment. There has been a significant drop in the number of people we supported due to the fact that the casework post has been vacant since mid-October 2010 due to a funding cut. However, because of the commitment that our organisation has in supporting victims, we have maintained a limited service.

- Enquiries ranged from basic information about accessing services and local communities to complex advocacy and representation and benefits enquiries and issues surrounding homelessness and mental health.
- 17 clients with cases capable of being litigated under the equality enactments were supported to pursue their claims.
- Due to the recent change of name reflecting the wider work CSREC continues to undertake, with a view to enabling us to respond more holistically and effectively to the New Equality Act 2010, CSREC's advocacy and representation service began taking cases relating to religion, gender, sexual orientation, age and disability reflecting the organisation's stated aim of moving towards becoming a multi-strand equality body.
- A total of 353 Hate Incident Monitoring Forms were processed on behalf of the Multi-Agency Harassment Strategy (MAHRS) partnership.
- CSREC continued to act as the monitoring agency for the MAHRS partnership.
- Talks and presentations on rights and obligations under the equality enactments were made to our members and local groups.
- 13 BME elderly people were supported in accessing housing, benefits as well as being assisted on medical and social issues and other issues.

ACHIEVEMENTS AND PERFORMANCE (CONT'D)

- 43 people were assisted with finding employment and developing their careers, 29 of whom came from Council wards in the lowest 15% of the Scottish Multiple Deprivation Index. 16 of the clients who accessed the employability project successfully secured employment.
- An eight week Basic Computer Course was run in partnership with the Workers Educational Association.
- We, in conjunction with the Rainbow Womens' Group organised a seminar on elections and voting rights in Falkirk in 2010. 85 people attended.
- 22 people attended a seminar on the forthcoming Single Equality Act. It took place in April 2010 in Falkirk. It was organised by CSREC in partnership with the Police.
- Through our anti-racism and good relations service, we delivered 22 sessions to local primary schools. This was funded from the Growing Communities fund.
- Falkirk Council Recruitment – information session was held on 14th July 2010. This session was organised in order to increase participants' knowledge on the various departments within the Council, recruitment and selection procedures, job search for Council vacancies, application form filling tips to increase chances of being called for interview and interview preparation and interview skills.
- Positive Action in Housing Training was held on 18th November 2010. It was aimed at public sector bodies and housing associations to encourage them to use positive measures to increase the employment chances of ethnic minority people. 13 delegates attended the training and we have received very positive feedback. The training was lead by professional trainer Mick Conboy.
- The Living Well and Safe Event for Minority Ethnic Older People. This was held on 9th of November 2010 we organised an information event for Minority Ethnic Older People and their carers. A total of 33 elderly from various communities attended event. A total of 15 different local organisations and projects held stalls during the event and provided advice and support. Among them was Falkirk District Credit Union Development, Central Scotland Police, Short Breaks Bureau & Direct Payments or Link Wide OAPAP/OPAS, NHS Forth Valley Audiology.
- Forth Valley Community Interpreting (FVCI) which operates under the umbrella of CSREC has grown bigger with new languages added to our list. FVCI client base has also increased with organisations like NHS, Prison Service, Fife Community Interpreting and Elite Linguistics being some of the recent customers who have started to use our interpreting and translation services. More qualified and experienced interpreters and translators have been added to our database putting us in a better position to compete for jobs.. FVCI has been working closely with members of the Scottish Translation, Interpreting and Communication Forum (STICs) on developing high professional standards in interpreting and translation and also sharing good practice.
- In January 2011 CSREC went into a partnership with Open Secret to deliver an outreach project for BME survivors of childhood sexual abuse and other forms of abuse in Forth Valley albeit in a pilot basis. Based on the success it is starting to show, we are optimistic that the project will continue beyond 2011.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

FINANCIAL STATEMENTS

for the year ended 31 March 2011

REPORT OF THE DIRECTORS

FINANCIAL REVIEW

CSREC continued to experience challenges due to limited resources which made it difficult to plan and develop services. Nevertheless CSREC with the aid of sound management and support of both its staff and volunteers generated a satisfactory financial outcome for the period 2010 – 2011. However, general funds reduced to £46,774 from £58,317.

Principal funding sources

Apart from donations and gift aid from supporters, the principle funding sources for CSREC are currently through grants from the Equality and Human Rights Commission (EHRC) and the three Local Authorities of Clackmannanshire, Falkirk and Stirling. Project funding was received from the Fairer Scotland Fund through the Falkirk Council, from the Scottish Government Race Equality Integration and Community Support Fund (REICS) and the Scottish Government Race, Religion and Refugee Integration Fund (SAREC and Older People Project).

RESERVES POLICY

The restricted funds received for the year were used for specific purposes laid down by the donor. The capital reserve represents funds received for the purchase of fixed assets released to revenue over the life of those assets.

The remaining general fund, which is the free reserves of the company, represents the unrestricted funds arising from past operating results. This fund is £46,774 at 31st March 2011 (2010: £58,317).

As a matter of prudent governance the directors consider that a general fund to cover three months operating and running costs should be maintained. Currently, the general reserves fall short of this target, which is approximately £58,000.

Non compliance with FRS17 - Pension Fund Assets & Liabilities

The Directors took the decision during 2007-08 not to comply with the FRS17 requirement to disclose pension fund assets and liabilities. This decision has been made on the basis that the costs of obtaining the valuation do not further the objectives of the charity.

PLANS FOR THE FUTURE

The main objective for Central Scotland Regional Equality Council is to reduce discrimination by delivering a wide range of services including advice, support and information giving, public education, employment advice, social policy influence and professional training and consultancy.

The Board will be looking to consolidate its finances through the current tough economic climate to ensure the above services can continue to operate for many years to come. Activities to achieve this will include exploring new areas of work to meet the changing remit to cover multiple equality strands; maximising the uptake of the training and consultancy services; generating income by providing services to private sector; and continual fundraising.

PLANS FOR THE FUTURE (CONT'D)

CSREC will continue to promote the unique value of its service to local authorities as well as voluntary agencies, emphasising in particular, its independent, generalist advice and policy work and demonstrating the outcomes for individuals and communities.

With the new Single Equalities Act now in force, CSREC aims to prepare and ensure that we take a proactive approach to respond positively to this change as we will not only be challenging racially motivated issues, but all kinds of discrimination.

To achieve this:-

i) We aim to evaluate all our services with a view to improving on service delivery;

ii) Work more closely with our partners who already have expertise in other equality strands that we aim to embrace throughout our work, with a view to discussing partnership work as opposed to replicating services;

iii) We aim to become a hub for consultations on equality issues affecting ethnic minorities to ensure that consultations are meeting the Scottish standards for community engagement. CSREC is being sought for advice by organisations looking to make their services more accessible to equality groups e.g. in the last two months, support has been provided to Home Start and Family Mediation Scotland;

iv) We aim to involve our members more when making decisions on what new service to introduce and also how to improve on the existing ones;

v) We aim to have a robust financial plan for the organisation so as to ensure that all our services are well supported even when there are cuts or fund discontinuation. One way we aim to do this is to market and revamp our interpreting service.

vi) CSREC will continue to act as the monitoring agency for harassment and discrimination in Central Scotland. We aim to evaluate this system of reporting process to ensure it is fit for purpose and that the information gathered can help in policy formulation.

vii) CSREC will continue to offer interpreting services so that public services may be accessible to everyone.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

FINANCIAL STATEMENTS

for the year ended 31 March 2011

REPORT OF THE DIRECTORS

STATEMENT OF DIRECTORS' RESPONSIBILITIES

The directors of the Company during the period ended 31 March 2011 were those listed on page 1.

Company law requires the directors to prepare financial statements for each financial year, which give a true and fair view of the state of the affairs of the charitable company and of the incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the directors' are required to:-

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going basis unless it is inappropriate to presume that the charitable company will continue in business.

The directors are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities & Trustees Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006. The directors are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the directors are aware, there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the company's auditors are unaware, and each director has taken all the steps he ought to have taken as a director in order to make himself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

MEMBERS OF THE BOARD OF DIRECTORS

Members of the Board of Directors guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of winding up. The total number of such guarantees at 31 March 2011 was 5 (2010: 16).

AUDITORS

A resolution to re-appoint Whitelaw Wells as auditors for the ensuing year will be proposed at the annual general meeting.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

FINANCIAL STATEMENTS

for the year ended 31 March 2011

REPORT OF THE DIRECTORS

SMALL COMPANY PROVISIONS

This report has been prepared in accordance with the special provisions of Part 15 Companies Act 2006 relating to small companies.

Approved by the Board of Directors on 26th October 2011 and signed on their behalf by:



Brian Guthrie
(Chairperson)

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

FINANCIAL STATEMENTS

for the year to 31 March 2011

REPORT OF THE INDEPENDENT AUDITOR'S TO THE DIRECTORS AND MEMBERS OF CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

We have audited the financial statements of Central Scotland Regional Equality Council Limited for the year ended 31 March 2011, which comprise the Statement of Financial Activities incorporating the Income and Expenditure Account, the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard for Smaller Entities (effective April 2008) (United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities).

This report is made exclusively to the members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the board of directors as a body, in accordance with section 44 (1) (c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006 (as amended). Our audit work has been undertaken so that we might state to the members and the board of directors 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, its members as a body and its board of directors, as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of directors and auditors
As explained more fully in the Trustees' Responsibilities Statement set out on page 6-7, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

We have been appointed auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report to you in accordance with those Acts.

Our responsibility is to audit and express an opinion on the financial statements 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 financial statements
An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company'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 financial statements. In addition, we read all the financial and non-financial information in the directors' annual report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Basis for qualified opinion on financial statements
As disclosed in the Directors' Report, the directors have decided not to comply with the requirements of FRS17 Retirement Benefits as they consider that the costs of obtaining the required information outweigh the benefits of the required disclosure. As a consequence the financial statements do not provide the information required regarding recognising the pension scheme asset or liability in the balance sheet or the surplus or deficit in the income and expenditure account and the SOFA. We are unable to quantify this non-compliance as the actuarial valuation has not been obtained.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

FINANCIAL STATEMENTS

for the year to 31 March 2011

REPORT OF THE INDEPENDENT AUDITOR'S TO THE DIRECTORS AND MEMBERS OF CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

Qualified opinion on financial statements

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion paragraph, the financial statements: -

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2011 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, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

Opinion on other matter prescribed by the Companies Act 2006
In our opinion the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which we are required to report by exception
In respect solely of the limitation on our work relating to the value of the pension scheme asset or liability in the balance sheet, as described above, we have not obtained all the information and explanations that we considered necessary for the purposes of our audit.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

- the charitable company has not kept proper and adequate accounting records or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made.

David Main (Senior Statutory Auditor)
for and on behalf of Whitelaw Wells, Statutory Auditor
Whitelaw Wells is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006
9 Ainslie Place
Edinburgh
EH3 6AT

Date: 26th October 2011

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

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

for the year ended 31 March 2011

	Notes	Unrestricted Funds £	Restricted Funds £	2011 Total £	2010 Total £
Incoming Resources					
Incoming resources from generated funds:					
Voluntary income					
Donations		8,569	-	8,569	3,870
Investment income		127	-	127	118
Incoming resources from charitable activities:					
Grants and contracts	2	87,700	145,997	233,697	209,128
Interpreting and translation services		10,219	-	10,219	10,114
Other incoming resources		250	-	250	500
Total Incoming Resources		106,865	145,997	252,862	223,730
Resources Expended					
Charitable activities	4	114,330	146,156	260,486	227,287
Governance costs	5	4,035	-	4,035	4,188
Total resources expended		118,365	146,156	264,521	231,475
Net (expenditure)/income for the year		(11,500)	(159)	(11,659)	(7,745)
Gross transfers between funds		(43)	43	-	-
Net movement in funds		(11,543)	(116)	(11,659)	(7,745)
Total funds at 1 April 2010		58,317	346	58,663	66,408
Total funds at 31 March 2011		46,774	230	47,004	58,663

The charity has no recognised gains or losses other than the results for the year as set out above. All of the activities of the charity are classed as continuing.

The notes on pages 14 to 22 form part of these financial statements.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

BALANCE SHEET

As at 31 March 2011

	Notes	2011 £	2011 £	2010 £
Fixed assets				
Tangible assets	7		230	346
Current assets				
Debtors	8	3,831		7,885
Cash at bank and in hand		53,196		59,868
		57,027		67,753
Current liabilities				
Creditors: Amounts falling due within one year	9	(10,253)		(9,436)
Net current assets			46,774	58,317
Total assets less current liabilities			47,004	58,663
Funds				
Restricted funds			230	346
Unrestricted funds			46,774	58,317
Total funds	12		47,004	58,663

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

These accounts were approved by the Board of Directors on 26th October 2011 and signed on their behalf by:

.....
Brian Guthrie
(Chairperson)

.....
Fungai Magoche
(Vice Chairperson

The notes on pages 14 to 22 form part of these financial statements.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2011

1. Accounting Policies

a) Basis of Accounting

The accounts have been prepared under the historical cost convention as modified by the revaluation of investment assets and are in accordance with applicable accounting standards, the Charities Accounts (Scotland) Regulations 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) issued in March 2005 and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008).

The Financial Reporting Standard for Smaller Entities requires any surplus or deficit on a defined benefit pension scheme to be recognised in the financial statements. The Directors have decided not to follow this requirement as they believe that the additional cost of obtaining this information is greater than any benefit gained.

b) Incoming Resources

Incoming resources from grants, and voluntary income including donations, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled.

Incoming resources where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

Income is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when:-

- The donor specifies that the donation must only be used in future accounting periods; or
- The donor has imposed conditions that must be met before the charity has unconditional entitlement, and these conditions have not yet been met.

Investment income is recognised when receivable.

c) Resources Expended

All expenditure is accounted for on an accruals basis and is recognised in the period in which it is incurred. All costs have been directly attributed to one functional category of resources of expenditure in the SOFA. The charity is not registered for VAT and accordingly expenditure is shown gross of irrecoverable VAT.

Charitable activities expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

d) Fund Accounting

Funds held by the charity are either in an unrestricted general fund, which can be used in accordance with the charitable objectives, or in restricted funds. Restricted funds can only be used for particular purposes as specified by the donor.

1. **Accounting Policies (continued)**

e) **Tangible Fixed Assets and Depreciation**

Assets are initially included at cost. The charity has the policy not to capitalise items under £250. Tangible fixed assets are depreciated on a straight-line basis over their estimated useful lives at the following rates:-

- Computer equipment 33%
- Office furniture and equipment 25%

f) **Pensions**

Central Scotland Regional Equality Council Limited contributes 19.1% of pensionable salary as an employer contribution to the Local Government Pension Scheme, administered by Falkirk Council. Contributions are charged to the profit and loss account as they become payable.

2. **Activities in furtherance of charitable objectives**
Grants receivable and contracts for services

	Unrestricted Funds £	Restricted funds £	2011 Total £	2010 Total £
Equality & Human Rights Commission (EHRC)	-	33,075	33,075	54,926
Scottish Government (SAREC)	-	30,000	30,000	29,459
Scottish Government (Older People)	-	25,000	25,000	25,000
Scottish Government (Secondment)	53,892	-	53,892	24,193
Falkirk Council -Fairer Scotland Fund	-	46,091	46,091	41,372
Falkirk Council	16,077	-	16,077	16,447
Clackmannanshire Council	8,425	-	8,425	8,425
Stirling Council	9,306	-	9,306	9,306
Growing Communities Fund	-	4,956	4,956	-
NHS Mental Health Project	-	2,667	2,667	-
Open Secret	-	4,208	4,208	-
	87,700	145,997	233,697	209,128

3. **Net incoming/(outgoing) resources before transfers**

	2011 £	2010 £
This is stated after charging:		
Depreciation	116	1,794
Auditors' remuneration – audit fee	3,708	3,461
Auditors' remuneration – other services	1,920	688

4. Charitable Activities

	Note	Advice & Case work £	Interpreting & translation £	Integration Projects £	2011 £	2010 £
Staff costs	6	26,867	12,236	191,820	230,923	201,670
Staff training and recruitment		275		917	1,192	120
Training, conferences and public events		1,020	-	1,782	2,802	2,880
Interpreting and translation costs		313	3,331	4,103	7,747	5,802
Publicity		1,000	-	54	1,054	1,522
Telephone		-	174	1,563	1,737	3,960
Post and stationery		1,050	30	2,295	3,375	2,518
Accommodation and travel		1,800	-	1,728	3,528	3,060
Insurance		-	-	2,007	2,007	1,633
Subscriptions		-	-	769	769	916
Volunteer expenses		-	-	-	-	298
Miscellaneous		250	-	358	608	55
Professional and consultancy fees		500	-	1,670	2,170	1,059
Depreciation		-	-	116	116	1,794
Bank & credit card charges		-	-	165	165	-
Productive labour & purchases		-	-	2,293	2,293	-
		33,075	15,771	211,640	260,486	227,287

5. Governance Costs

	2011 £	2010 £
Auditors' remuneration	3,708	3,461
Directors' and A.G.M. expenses	327	727
	4,035	4,188

6. Staff costs

	2011 No.	2010 No.
Senior management and administrative staff	2	2
Project officers	4	4
	6	6

	2011 £	2010 £
Staff costs comprise:		
Salaries and wages	194,240	165,179
Social security costs	16,604	13,205
Pension costs	20,079	23,286
	230,923	201,670

No employee received emoluments of £60,000 or more in the year. Azmat Syed, a director, was paid £13 (2010: £90) for interpreting services during the year. Another director was reimbursed a total of £168 (2010: £466) for travel and other expenses in the year. No other directors received any remuneration or expenses in the current or previous years.

Mukami McCrum, the CEO, is currently seconded to the Scottish Government to develop and implement a programme of work on issues for minority ethnic women, including violence against women, forced marriage and female genital mutilation; and increasing employability. During the year the Scottish Government reimbursed salary costs of £53,892 (2010: £24,193).

7. Tangible Fixed Assets

	Computer Equipment £	Office Furniture & Equipment £	Total £
Cost			
At 1 April 2010	15,627	5,929	21,556
Additions	-	-	-
	15,627	5,929	21,556
Depreciation			
At 1 April 2010	15,627	5,583	21,210
Charge for year	-	116	116
	15,627	5,699	21,326
Net Book Value			
At 31 March 2011	-	230	230
At 31 March 2010	-	346	346

8. Debtors

	2011 £	2010 £
Grants receivable	-	5,493
Other debtors and prepayments	3,831	2,392
	3,831	7,885

9. Creditors: Amount falling due within one year

	2011 £	2010 £
Social Security and pension creditor	3,605	4,404
Other creditors and accruals	6,648	5,032
Total	10,253	9,436

10. Pensions

Four employees of Central Scotland Council for Regional Equality participate in the Local Government Pension Scheme, a defined benefit statutory scheme. The Fund, into which both staff and employer contribute, is administered by Falkirk Council, in accordance with the Local Government Pension Scheme (Scotland) Regulations 1998, as amended. The assets of the Fund are therefore held separately from those of the Regional Equality Council.

A full actuarial valuation of the assets and liabilities of the Falkirk Council Pension Fund as at 31 March 2008 was carried out by Hymans Robertson, Glasgow in February 2009. As at 31 March 2008, the fund had a market value of £947m and was considered to be 78.8% funded. The next actuarial valuation of the Scheme will be carried out as at 31 March 2011.

In accordance with the Funding Strategy Statement of the Falkirk Council Fund, Central Scotland Council for Regional Equality is part of the small admitted bodies pool for the purposes of determining its employer's contribution rate. The contribution rate for the three years 2009/10, 2010/11 and 2011/12 has accordingly been set at 16.4%, 19.1% and 21.9% of employee salaries for each respective year.

The following assumptions are based on information provided by Hymans Robertson in the 2008 Valuation report:-

Financial Assumptions as at 31 March 2008	
Price increases	3.6%
Salary increases	5.1%
Pension increases	3.6%
Discount rate	6.1%

10. Pensions (continued)

Assets of the whole of Falkirk Council Pension Fund	Fund value at 31 March 2008 £000's
Equities	672,000
Bonds	161,000
Property	96,000
Cash	45,000
Total	974,000

Main features of the Local Government Pension Scheme

- Pension accrual rate of 1/80th pay for each year of service
- Lump sum accrual rate of 3/80ths pay for each year of service
- Vesting period of 2 years
- Normal retirement age of 65
- Voluntary retirement age of 60
- Redundancy and efficiency benefits available from age 50
- Immediate payment of benefits on permanent ill health grounds
- Contribution rate of 6% of pay
- Facilities to pay increased contributions
- Death in service lump sum of 3 times pay
- Pensions for spouses, civil partners and children

The directors have not obtained a valuation for the pension scheme assets/liabilities for Central Scotland Regional Equality Council Ltd as they do not believe the cost thereof to be an efficient use of resources.

11. Taxation

As the company is exempt under the terms of Section 505 of the Income and Corporation Taxes Act 1988, there is no tax charge.

12. Funds Movement

	Balance 1 Apr 2010 £	Incoming £	Outgoing £	Transfers £	Balance 31 Mar 2011 £
Restricted Funds:					
EHRC	-	33,075	(33,075)	-	-
Scottish Government:					
SAREC	-	30,000	(30,000)	-	-
Older People	-	25,000	(25,000)	-	-
Fairer Scotland	-	46,091	(46,134)	43	-
Growing Communities Fund	-	4,956	(4,956)	-	-
NHS Mental Health Project	-	2,667	(2,667)	-	-
Open Secret	-	4,208	(4,208)	-	-
Capital reserve	346	-	(116)	-	230
Total Restricted Funds	346	145,997	(146,156)	43	230
General Unrestricted Fund	58,317	106,865	(118,365)	(43)	46,774
Total Funds	58,663	252,862	(264,521)	-	47,004

Equality and Human Rights Commission (EHRC): Funding from the 'Interim Grants Programme' to:

1. provide an effective legal advice and representation service to people who have suffered discrimination or harassment in relation to race whilst living, working or visiting Central Scotland; and
2. encourage good relations and understanding between diverse peoples through a programme of opportunities for people to interact and learn about each other.

Scottish Government (SAREC): Funding from the Race, Religion and Refugee Integration funding stream for work to implement the joint SAREC proposal.

Scottish Government (Older People): Funding from the Race, Religion and Refugee Integration funding stream to support the Forth Valley Minority Ethnic Older People Project.

Fairer Scotland: Funding from Falkirk Community Planning Partnership to support Minority Ethnic individuals reach their full potential by accessing training to improve their skills and employment opportunities.

Growing Communities Fund (Good Relations Project): Funding from Falkirk Community Planning Partnership for a six months multi-cultural outreach programme to primary schools located in Falkirk regeneration areas.

NHS Mental Health Project (Kick 4 Better Mental Health): Funding from NHS Health Scotland for a five months outreach programme for men in local African, Chinese, Polish and South Asian Communities aiming to break down stigma and discrimination attached to mental health and wellbeing.

Open Secret: Funding from Open Secret to work in partnership with Open Secret and raise awareness of childhood sexual abuse within Black Minority Ethnic (BME) communities.

Capital Reserve: Representing the net book value of fixed assets purchased with capital grants and the balance of unutilised capital grants.

13. Analysis of net assets between funds

	Unrestricted £	Restricted £	Total £
Tangible fixed assets	-	230	230
Net current assets	46,774	-	46,774
	46,774	230	47,004

14. Company Limited by Guarantee

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