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CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT OF THE DIRECTORS AND FINANCIAL STATEMENTS

For the year ended 31 March 2016

Company number SC208570
Charity number SC010373

WEDNESDAY
S5KUBZLM
SCT 30/11/2016 #8
COMPANIES HOUSE

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

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT AND FINANCIAL STATEMENTS

For the year ended 31 March 2016

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CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT OF THE DIRECTORS

For the year ended 31 March 2016

The directors present their report and financial statements for the year ended 31 March 2016.

OBJECTIVES AND ACTIVITIES

The objects, as laid out in the governing document, are:

1) to work towards the elimination of discrimination in all of its forms in Central Scotland;

2) to reduce inequality and promote a culture of human rights

3) to promote equality of opportunity and good relations between people of all communities living and working in Central Scotland and

4) to promote co-operation in the achievement of the aforesaid purposes and to that end bring together the CSRECL representatives of the statutory authorities, voluntary organisations and other relevant agencies engaged in the furtherance of the aforesaid purposes within the areas of the three councils areas namely; Clackmannanshire, Falkirk and Stirling Scotland

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 that values diversity.

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

ACHIEVEMENTS AND PERFORMANCE

The Directors of CSREC are very much aware of the need to continuously develop, expand and publicise the role of the company. In 2015-16 CSREC has made significant progress in increasing its profile and making itself known as the go to place for those living, working and/or studying in Central Scotland and facing inequalities and discrimination. During this period CSREC also activated the Support, Information and Advice Service to assist those suffering from inequalities and discrimination of any kind. CSREC has held a large number of community engagement events and also had information stalls and awareness raising sessions on equality, diversity, hate crime and sectarianism. Community engagements events were also held to improve community cohesion and fostering good relations. CSREC also became an active Third Party Reporting Centre to report hate incidents and hate crimes to Police Scotland. As a result of CSREC's outreach work, individuals and community groups have started approaching CSREC to discuss their concerns relating to equality, discrimination and community cohesion.

ACHIEVEMENTS AND PERFORMANCE (continued)

Over the year CSREC has continued to work closely with relevant organisations and build partnerships with a wide range of organisations and community groups which reflect our role as a pan equalities organisation. CSREC has also fed back to public bodies the findings from its consultations in the community.

This year saw the completion of our very successful Scottish Government funded Anti-Sectarianism project that was in place for three years. The project has been very successful in working with schools in creating an educational toolkit for use in schools and communities and was developed with the assistance of pupils and staff of schools in our three Local Authority areas of Central Scotland (Clackmannanshire, Falkirk and Stirling) and was completed in March 2016. The equality toolkit was developed through interactive workshops and this helped the project to finalise the toolkit based on feedback received from pupils and staff of schools. Hard copies of the toolkit were produced and distributed to 137 schools in Central Scotland. The feedback and enquiries for additional copies of the toolkit that CSREC has received from schools demonstrates that usefulness of this toolkit. The toolkit has also since been made available online at: www.csrec.org.uk/equality-toolkit. There were 102 workshops held at schools of awareness on diversity, prejudice, stereotypes, human rights and discrimination including sectarianism. The project was delivered to 1,526 pupils. The break-down by local authority area is as below:

- Clackmannanshire: 352
- Falkirk: 821
- Stirling: 353
- 7 primary schools (4 in Falkirk, 1 in Clackmannanshire, 2 in Stirling)
- 6 secondary schools (3 in Falkirk, 2 in Clackmannanshire, 1 in Stirling)

During this period CSREC has worked with communities in creating awareness of sectarianism, discrimination and hate crimes through the Voluntary Action Fund's Small Grants Programme funding. Workshops were delivered to community groups and organisations across Central Scotland. The six sessions combined with community cohesion events reached over 150 persons and received very positive feedback.

CSREC also worked on the Equality and Human Rights Commission (EHRC) commissioned research on the working conditions of the migrant workers in the food packaging and fish packaging industries in partnership with GREC (Grampian Regional Equality Council). The report was launched in Aberdeen in November 2015 along with EHRC and GREC and can be found at: http://www.csrec.org.uk/wp-content/uploads/2015/12/Experiences-of-migrant-workers-in-fish-and-food-processing-November-2015.pdf

It is our aim to help all those who suffer from discrimination of any kind, but especially those who fall within the nine protected characteristics covered by the Equality Act 2010. Despite the limited funds to resource the complainant aid service we have been providing support to those who need it. Our

ACHIEVEMENTS AND PERFORMANCE (continued)

arrangement to provide support to service users through Fox and Partners came to an end in September 2015 due to the firm going into liquidation. This meant that we had to use our internal resources to support our complainant aid service. Through the demand for this service CSREC was able to demonstrate the need to the Scottish Government and receive resources for limited provision of support to those facing inequality and discrimination.

CSREC reactivated itself as a Third Party Reporting centre and has been receiving complaints and processing these through the new online reporting system provided by Police Scotland. The new online system simplifies the process although it has its limitations. CSREC has made suggestions to Police Scotland on the improvements that can be made to the system. CSREC's focus on reducing hate crime and discrimination in Central Scotland and awareness sessions held throughout Central Scotland have meant that individuals and community groups have been engaging with CSREC more actively on issues affecting them. A good example of this was when there were increased incidents of Islamophobic hate crimes following the attacks in Paris in November 2015. CSREC was approached by various individuals and community groups to report these incidents. CSREC then followed up with a multi-agency community reassurance for the Muslim community event in partnership with Falkirk Council, Police Scotland, elected representative and the local mosques. Follow-up meetings were held with representatives of the Muslim community to address their concerns and meetings were also facilitated with Falkirk Council's education and housing departments. CSREC also kept in touch with the Central Scotland Islamic Centre in Stirling through this period. CSREC has also worked with Police Scotland in reviving existing Third Party Reporting Centres and recommending organisations to set up as Third Party Reporting Centres.

There has been improvement in activity of the MAHRS group (Multi-Agency Hate Response Strategy). The MAHRS group has been in a state of flux while local authorities decide on how their participation can be more effective through community planning and community safety structures of the respective local authorities. CSREC's role within this group is to monitor the statistics provided by other agencies and prepare quarterly hate crime reports. The Board of CSREC is pleased that steps are being taken among the partners to recognise the importance of reporting accurately and regularly so that the quarterly reports can be produced. Reports are now being made through Police Scotland's website, the source of reports made through the website is not being recorded by Police Scotland at the moment. This makes it difficult to know how many reports are being made by partner organisations without them feeding in the information to CSREC and not all partners are doing this. The effectiveness of Third Party Reporting cannot be determined due to this, at the moment. Police Scotland is looking at addressing this issue.

CSREC continues to receive support from and work with Forth Valley Language Support and this partnership helps provide additional help to those service users who do not speak English as their first language. The financial support received from FVLS during the year has played a crucial role in stabilising the finances of CSREC and also in delivering services. CSREC has developed publicity materials translated into various languages through the generous support provided by FVLS.

CSREC recognises the use of communication tools to increase awareness of its services, equality, diversity and discrimination issues. During 2015-16 CSREC adopted new branding and revamped most

ACHIEVEMENTS AND PERFORMANCE (continued)

of its publicity including its website. CSREC has also been using its social media channels, Facebook and Twitter, and electronic mailing lists to communicate effectively. CSREC's equality newsletter, which is produced quarterly, has also proved to be very popular and is seen as an important source of information on equality related issues and to learn more about other organisations in the equality field. The numbers of submissions of articles for the newsletter have increased with each issue. CSREC also takes care to ensure that communications produced are accessible.

CSREC has had several consultation events during 2015-2016 including consultations through the Fairer Scotland fund which were held throughout Central Scotland. CSREC also innovated by using an online platform to the consultation events held in the community. CSREC held an election hustings event in Stirling in March 2015 and also had community engagement events through the Falkirk People's Rights and Equality Group.

CSREC has participated in several consultations, workshops and discussions with the Scottish Government, Local Authorities, Third Sector partners on matters relating to equality, diversity, discrimination, community cohesion and the third sector, this keeps CSREC abreast of matters relevant to it and also allows it to inform partners on these issues.

All the work that CSREC has been delivering has been made possible through the support that the organisation receives from its very dedicated volunteers. In 2015-16 CSREC increased the intake of volunteers to assist with the delivery of its services and to build the confidence of these volunteers and further develop their skills. Volunteers have assisted with events, community engagement, admin support, fundraising, media and communications support and with surveys. The volunteer programme is designed to mutually benefit volunteers and CSREC. CSREC has also initiated the process for Get into Investing in Volunteers accreditation process with Volunteer Scotland.

During 2015-16 CSREC had students on placement from the University of Edinburgh and Forth Valley College.

A new Manager was appointed in late August 2015, to work with the Board to stabilise the organisation on the many challenges that were facing the organisation including addressing the issue regarding the cessation value of the Local Government Pension Scheme that the organisation was a member of. The matter has since been resolved and CSREC has agreed to a cessation value of £47,000 with Falkirk Council and this will now be paid back in 7 annual instalments starting October 2016. This agreement on the pensions scheme reduced its earlier liability by £70,000 and allows CSREC to be on much stronger financial footing. The Board along with the staff were also able to refocus efforts on delivering on the aims and objectives of the organisation, to promote equality, fight discrimination, to promote community cohesion and build partnerships. During this period several funding applications were made. We were not successful with many because of the precarious state of the financial report for 2014-15 due to the large pension deficit on CSREC balance sheet, which was not viewed well by potential funders. We are now confident of better success as the current position and the financial report for 2015-16 presents a much more stable financial position. CSREC was able to receive funding support to carry out projects which would help address the inequalities and discrimination experienced by those in the three Council areas (Clackmannanshire, Falkirk and Stirling) where we operate.

ACHIEVEMENTS AND PERFORMANCE (continued)

Successful applications were:

- Scottish Government's Tackling Sectarianism Fund
- Voluntary Action Fund - Small Grants Programme
- Fairer Scotland Fund

Our service delivery is restrained by limited availability of financial resources. Due to the current economic climate, public finances and reduced funds available to Local Authorities, the main funding for our core staff, which came from the Local Authorities, has dwindled, or at best remained static over the past three years and the coming year is expected to be even more challenging. However, our Directors and staff are continuing to strive in their efforts to ensure that CSREC not only survives, but develops, as it has to, to meet the needs of those people in our communities who are the victims of discrimination. CSREC has also started providing equality and diversity training to widen its source of funding to the public and private sector and has formed a working group to widen funding sources.

FINANCIAL REVIEW

CSREC continued to experience challenges due to limited resources but, excluding the movement on the pension deficit as described at note 2, generated a satisfactory financial outcome for the period 2015 – 2016. Excluding the scheme pension adjustment, the charity generated an overall surplus on funds of £9,233 (2015: £6,585).

Including adjustment for the pension liability, which was renegotiated in the year, the charity recorded a surplus of £79,233 (2015: deficit £110,415). This resulted in unrestricted funds increasing from a deficit of £65,256 to a surplus of £20,063 and restricted funds decreased from £17,647 to £11,561.

Principal funding sources

The principle funding sources for CSREC are grants from the two Local Authorities of Falkirk and Stirling. Project funding was also received from the Voluntary Action Fund.

Reserves Policy

The restricted funds received for the year were used for specific purposes laid down by the donor. The capital reserve represents fixed assets purchased using restricted grants.

The remaining general fund (excluding unrestricted fixed assets), being the free reserves of the company, represents the unrestricted funds arising from past operating results. This fund was in surplus by £20,063 at 31 March 2016 (2015: deficit £65,256).

As a matter of prudent governance the directors consider that a general fund to cover three months operating and running costs should be maintained, which is approximately £40,000.

FINANCIAL REVIEW (continued)

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.

PLANS FOR THE FUTURE

The main objective of Central Scotland Regional Equality Council is to promote equality, fight against discrimination and hate behaviour ; promoting better community cohesion and building and facilitating partnerships by delivering a wide range of services including raising awareness about hate behaviour, reporting hate crime, support and information provision, projects that remove inequalities, reducing social isolation, promoting inclusion, public education, greater participation of those with protected characteristics in civic life, social policy influence, training and signposting.

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

We aim to continue with our role of bringing policy makers and service providers together with individuals and communities in a way that allows them to communicate effectively and understand the needs of the communities we serve. We will do this by:

- Robustly challenging all forms of hate behaviour and discrimination and continuously working with partners to improve confidence in reporting hate behaviour; improve reporting mechanisms and also the support that is available to those who face discrimination and hate behaviour.
- Taking steps to improve community cohesion, foster good relations and reduce social isolation and loneliness.
- Supporting diverse individuals and community groups, public sector agencies, the voluntary sector and private sector to make sure they understand their rights and responsibilities under the 2010 Equality Act.
- Working with our partners to make sure our communities have a voice in the important decisions that are shaping the way our services will be provided in coming years and continuing to support those members of our communities that are in need of any of our services both as individuals and community.
- CSREC will continue to ensure that we take a proactive approach to respond positively to the changes that affect individuals and communities in relation to equality and rights and we will take an intersectional approach to equality and diversity to fully work with all the protected characteristics.

PLANS FOR THE FUTURE (continued)

To achieve this:-

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

ii) Continue to work more closely with our partners in equality and to build and facilitate further links to complement our services as opposed to replicating services;

iii) We aim to become a hub for consultations on equality issues affecting all those individuals with protected characteristics covered under equality legislation to ensure that consultations are meeting the Scottish standards for community engagement. CSREC is being contacted for advice by organisations looking to make their services more accessible to equality groups;

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 funding cuts or fund discontinuation.

vi) CSREC will continue to act as the monitoring agency for Multi-Agency Hate Response strategy (MAHRS). We will continue to evaluate this system reporting process to ensure it is fit for purpose and that the information gathered can help in policy formulation. We also aim to give our contribution towards what the group can do to address the problems that face our communities as evidenced in the statistics that we, as the monitoring agency, collect quarterly.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Central Scotland Regional Equality Council (CSREC) is a company limited by guarantee (SC208570) and a registered charity (SC010373) governed by its Memorandum and Articles of Association. CSREC was established in 1984 and the membership is made up of individuals and any corporate or un-incorporated association which is interested in furthering its work. It has operated as a company limited by guarantee since 2000.

Organisational Structure

CSREC is currently governed by a Board of Directors up to of twelve members, whom are elected from the membership. The Board appoints from its members a Membership Panel, Finance and General

Organisational Structure (continued)

Purposes Subcommittee and Personnel Subcommittee and may appoint other subcommittees, ad hoc working parties or task groups as required.

Consultant advisors, such as representatives from funding bodies, are invited to attend Board meetings, as well as the Company Secretary and Honorary Vice-President.

Recruitment and Appointment of Directors

The membership panel considers applications from organisations and individuals who are committed to the objects of CSREC. Once a member, an individual can then be proposed and elected to serve as a director, subject to ratification at the AGM.

The Board may also co-opt persons with expertise to offer in a particular subject area. Under the Articles, 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 is eligible again for election.

Director Induction and Training

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

- Obligations of the directors
- Recruitment and interviews
- Equality Act 2010 legislation
- Good governance and core standards

Related Parties

In so far as it is complementary to the charity's objects, CSREC is guided by both local and national policy, including the Equalities Act 2010.

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 to declare any potential conflicts of interest. CSREC has a remit to work primarily within the Forth Valley and works in partnership and co-operates with other organisations as appropriate.

CSREC has worked in partnership with a large number of organisations which includes:-

- Action in Mind
- Afasic Scotland
- Alzheimer Scotland
- BEMIS
- British Red Cross
- Building Bridges
- Canine Partners
- CEMVO
- Central Mosque Falkirk
- Central Region Islamic Centre
- Central Scotland African Union
- Central Scotland Chinese Association
- Central Scotland Interfaith
- Centre for Racial Equality and Rights (CRER)
- Citizens Advice Bureaux: Central Scotland wide
- Clackmannanshire and Falkirk Carers Centre
- Clackmannanshire Council
- Clackmannanshire Violence against Women Partnership
- CLAX LGBT (Clacks)
- COSLA
- Community Learning and Development - Falkirk Council
- CTSI
- CVS Falkirk
- Edinburgh and Lothians Regional Equality Council (ELREC)
- Edinburgh Interfaith Association
- Edinburgh Jewish Congregation
- Entertainment Art and Theatre Company (EATCOM)
- Equality and Human Rights Commission
- Equality Network
- Falkirk & District Association for Mental Health (FDAMH)
- Falkirk and Clackmannanshire Carers Centre
- Falkirk Council: various departments
- Falkirk Gender Based Violence Partnership
- Falkirk Islamic Centre
- Falkirk Muslim Community Club 55 & over
- Falkirk Muslim Forum
- Falkirk University of the Third Age (U3A)
- Fire Scotland
- FK1nclude (Falkirk)
- Forth Valley College – Falkirk and Stirling Campuses
- Forth Valley India Women's Association
- Forth Valley Rape Crisis Centre
- Forth Valley University of the Third Age (U3A)
- Frae Fife
- Glasgow Council for the Voluntary Sector (GCVS)
- Grampian REC
- Health 4 All
- Inverclyde Community Development Trust
- LEAP Sport
- LGBT Centre for Health and Wellbeing
- Multi-Agency Hate Response Strategy (MAHRS)
- LGBT Youth Scotland:
- Local Minority Ethnic Community Groups and individuals

- Multi-Agency Hate Response Strategy (MAHRS)
- NHS Forth Valley: various departments
- NHS24
- Open Secret
- PEN Group
- People First Scotland
- Perth and Kinross Voluntary Action Service
- Police Scotland: regional and national
- Positive Action in Housing
- Rainbow Muslim Women's Group
- Relationship Scotland
- Royal National Institute of Blind People (RNIB)
- SACRO
- Scottish Alliance of Regional Equality Councils (SAREC)
- Scottish Community Development Centre (SCDC)
- Scottish Council for Voluntary Organisations (SCVO)
- Scottish Football Association
- Scottish Government
- Scottish Health Council
- Scottish Parliament - Cross Party Group on Racial Equality
- Scottish Refugee Council
- Scottish Transgender Alliance
- Sense Over Sectarianism
- Shakti Women's Aid
- Show Racism the Red Card
- Stirling Carers Centre
- Stirling Citizens for Sanctuary
- Stirling Council: various departments
- Stirling Multi-Cultural Partnership
- Stirling University Students Union
- Stirling Voluntary Enterprise (SVE)
- Tartan Explorer
- The Action Group
- Triangle (Stirling)
- Victim Support Scotland
- Voluntary Action Fund (VAF)
- Volunteer Scotland
- West of Scotland Regional Equality Council (WSREC)
- YouthLink Scotland

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT OF THE DIRECTORS

For the year ended 31 March 2016

REFERENCE AND ADMINISTRATIVE INFORMATION

Company Registration Number
SC208570

Charity Number
SC010373

Registered Office and Operation Address
Community Education Centre
Park Street
Falkirk, FK1 1RE

Honorary Vice-President
Claude Moraes, MEP

Directors/Management Board
Michael Giannandrea (Chairperson)
Sikander Malik (Vice Chairperson)
Provost Pat Reid
Azmat Syed
Brian Guthrie
Syed Zaidi
Stephen Kilday (Resigned 2 March 2016)
Rev Timothy Njuguna (Resigned 7 September 2016)
Amanda Ralston (Appointed 26 November 2015)
Claire Fotheringham (Appointed 2 March 2016)
Dr Satwant Multani (Resigned 9 May 2016)
Jane Berry (Appointed 7 September 2016)

Manager
Arun Gopinath

Secretary
Ann Marie McGivern

Independent Examiner
David Main CA
Whitelaw Wells
Chartered Accountants and Registered Auditors
9 Ainlsie Place
Edinburgh, EH3 6AT

Bankers
Unity Trust Bank
Nine Brindleyplace
Birmingham, B1 2HB

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

REPORT OF THE DIRECTORS

For the year ended 31 March 2016

STATEMENT OF DIRECTORS' RESPONSIBILITIES

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:-

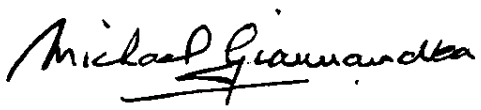
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures 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 (as amended). 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.

SMALL COMPANY PROVISIONS

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (issued in March 2005) and in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small entities.

Approved by the Board of Directors on 25 October 2016 and signed on their behalf by:



Michael Giannandrea (Chair)

INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

for the year ended 31 March 2016

I report on the accounts for the year ended 31 March 2016 as set out on pages 14 to 22.

Respective responsibilities of the Trustees and the Independent Examiner
The charity's Trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). The charity's Trustees consider that the audit requirement of Regulation 10(1) (a) to (c) of the Charities Accounts (Scotland) Regulations 2006 (as amended) does not apply. It is my responsibility to examine the accounts as required under section 44(1) (c) of the Act and to state whether particular matters have come to my attention.

Basis of independent examiner's report
My examination is carried out in accordance with Regulation 11 of the Charities Accounts (Scotland) Regulations 2006 (as amended). An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion in the view given by the accounts.

Independent examiner's statement
Except for the matter described above, in the course of my examination, no matter has come to my attention:

1) which gives me reasonable cause to believe that in any material respect the requirements:
   - to keep accounting records in accordance with Section 44 (1)(a) of the 2005 Act, Regulation 4 of the 2006 Accounts Regulations (as amended) and sections 381, 382, and 386 of the Companies Act 2006; and
   - to prepare accounts which accord with the accounting records and comply with Regulation 8 of the 2006 Accounts Regulations (as amended)

   have not been met; or

2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

David Main CA
Whitelaw Wells
Chartered Accountants
9 Ainslie Place
Edinburgh, EH3 6AT

25 October 2016

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

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

for the year ended 31 March 2016

	Notes	Unrestricted Funds £	Restricted Funds £	2016 Total £	2015 Total £
Income and endowments from:					
Donations		33,943	-	33,943	857
Charitable activities:					
Grants and contracts for services	4	26,200	44,319	70,519	157,057
Fees for services		8,824	-	8,824	3,750
Investments		106	-	106	130
Other income		178	-	178	634
Total Income		69,251	44,319	113,570	162,428
Expenditure on:					
Charitable activities	5	55,153	49,184	104,337	155,843
Exceptional items	2	(70,000)	-	(70,000)	117,000
Total Expenditure		(14,847)	49,184	34,337	272,843
Net income/(expenditure)	3	84,098	(4,865)	79,233	(110,415)
Transfers between funds	13	1,221	(1,221)	-	-
Net movement in funds		85,319	(6,086)	79,233	(110,415)
Total funds brought forward		(65,256)	17,647	(47,609)	62,806
Total funds carried forward		20,063	11,561	31,624	(47,609)

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 18 to 22 form part of these financial statements.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

BALANCE SHEET

As at 31 March 2016

	Notes	2016 £	2016 £	2015 £
Fixed assets				
Tangible assets	7		490	1,079
Current assets				
Debtors	8	1,177		3,702
Cash at bank and in hand		80,685		69,044
		81,862		72,746
Current liabilities				
Creditors: Amounts falling due within one year	9	(10,442)		(121,434)
Net current assets / (liabilities)			71,420	(48,688)
Total assets less current assets / (liabilities)			71,910	(47,609)
Creditors: Amounts falling due in more than one year	10		(40,286)	-
Net assets / (liabilities)	14		31,624	(47,609)
Funds				
Restricted funds			11,561	17,647
Unrestricted funds			20,063	(65,256)
Total funds	13		31,624	(47,609)

The Directors are satisfied that the charitable company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477 and that no member or members have requested an audit pursuant to section 476 of the Act. The Directors acknowledge their responsibility for:

(i) ensuring that the charitable company keeps proper accounting records which comply with sections 386 and 387 of the Act; and

(ii) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of the financial year and of its profit or loss for the financial year in accordance with the requirements of sections 394 and 395, and which otherwise comply with the requirements of the Act relating to financial statements, so far as applicable to the charitable company.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

BALANCE SHEET

As at 31 March 2016

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Act.

The accounts were approved by the Board of Directors 25 October 2016 and signed on their behalf by:



Michael Giannandrea (Chair)



Brian Guthrie (Director)

The notes on pages 18 to 22 form part of these financial statements.

CENTRAL SCOTLAND REGIONAL EQUALITY COUNCIL LIMITED

STATEMENT OF CASH FLOWS

For the year ended 31 March 2016

	2016 £	2015 £
Cash flows from operating activities:		
Net cash provided by operating activities (below)	11,535	9,814
Cash flows from investing activities:		
Bank interest received	106	130
Purchase of tangible fixed assets	-	(1,368)
Net cash provided by (used in) investing activities	106	(1,238)
Change in cash and cash equivalents in the reporting period	11,641	8,576
Cash and cash equivalents brought forward	69,044	60,468
Cash and cash equivalents carried forward	80,685	69,044
Cash and cash equivalents		
Instant access bank deposits	80,664	68,826
Cash in hand	21	218
Total cash and cash equivalents	80,685	69,044
Reconciliation of net income to net cash flow from operating activities		
Net income for the year *(as per Statement of Financial Activities)*	79,233	(110,415)
Adjusted for:		
Depreciation charge	589	747
Bank interest received	(106)	(130)
Decrease in debtors	2,525	4,688
(Decrease) / Increase in creditors	(70,706)	114,924
Net cash provided by operating activities	11,535	9,814

The notes on pages 18 to 22 form part of these financial statements

1. Accounting Policies

a) Basis of Accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) - (Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Central Scotland Regional Equality Council Limited meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recorded at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

b) Income

Income is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

- Where entitlement is not conditional on the delivery of a specific performance by the charity, incoming resources from grants and donations are recognised when the charity becomes unconditionally entitled.
- Where related to performance and specific deliverables, incoming resources are accounted for as the charity earns the right to consideration by its performance.
- Income is only deferred when the donor specifies that the donation must only be used in future accounting periods or has imposed conditions that must be met before the charity has unconditional entitlement, and these conditions have not yet been met.
- Investment income and fees for services is recognised when receivable and when the service is provided, respectively.

c) Expenditure

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, including governance costs.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examination fees and costs linked to the strategic management of the charity.

1. Accounting Policies (continued)

d) 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:

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

e) 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.

f) Financial instruments

Financial instruments comprise financial assets and financial liabilities which are recognised when the charity becomes a party to the contractual provisions of the instrument. They are classified as "basic" in accordance with FRS102 and are accounted for at the settlement amount due which equates to the cost. Financial assets comprise cash, grants receivable and other debtors, and financial liabilities comprise the pension scheme creditor, accruals and other creditors.

2. Going Concern and Exceptional Items

Prior to 31 March 2015 the charity participated in the defined benefit Local Government Pension Scheme. In recent years the scheme has been underfunded and each employer has been required to pay annual contributions set at a level designed to pay up the deficit over a number of years. However, the charity withdrew from the scheme on 31 March 2015, thereby crystallising its share of the deficit. The liability was initially valued at £117,000 by an independent actuary and had been recognised in full in the 2015 financial statements, resulting in a net deficit on funds. No payment plan had been agreed, so the liability was recognised as fully payable within one year.

During the current year the directors entered into negotiations with the pension scheme regarding the size of the liability and the payment terms. The result is that the liability was agreed at £47,000, payable over seven years. A £70,000 adjustment has therefore been made in the current year, bringing net funds and net current assets back in to surplus.

The charity has in place funding until 31 March 2016, beyond which it is reliant on the funders renewing their support. The charity maintains regular contact with the funders, reporting on progress and discussion plans for the future. The Directors anticipate agreeing a new business case with the funders during the third and fourth quarters of 2016/17. In expectation of ongoing support, the Directors have continued to adopt the going concern basis of accounting.

3. Net income/(expenditure) for the year before transfers

	2016 £	2015 £
This is stated after charging:		
Depreciation	589	747
Independent Examiner's remuneration – examination fee	2,400	2,400
Independent Examiner's remuneration – payroll fees	570	540
Independent Examiner's remuneration – other services	540	-

4. Grants receivable and contracts for services

	Unrestricted Funds £	Restricted funds £	2016 Total £	2015 Total £
Scottish Government				
Equality Funding	-	-	-	25,000
Keep Scotland Beautiful	-	-	-	13,492
Voluntary Action Fund	-	35,794	35,794	51,962
Voluntary Action Fund Small Grant	-	7,275	7,295	10,000
Falkirk Council	20,200	-	20,200	25,200
Clackmannanshire Council	-	-	-	3,629
Stirling Council	6,000	-	6,000	9,306
Community Jobs Scotland Fund	-	-	-	7,768
Big Lottery Fund Investing in Ideas	-	-	-	10,000
Stirling Council Community Grant	-	-	-	700
Fairer Scotland	-	1,250	1,250	-
	26,200	44,319	70,519	157,057

Included above are restricted grants amounting to £44,319 (2015: £111,154). All other income was unrestricted in both the current and previous years.

5. Expenditure on charitable activities

	Core Activities & Support Costs £	Project Costs £	2016 £	2015 £
Staff costs (note 7)	36,498	39,577	76,075	110,813
Drama workshops	-	820	820	6,476
Staff training and recruitment	525	-	525	585
Training, conferences and public events	-	612	612	7,528
Rent	10,000	-	10,000	11,212
Telephone	2,711	-	2,711	3,568
Printing, post and stationery	1,904	1,904	3,808	1,187
Accommodation and travel	-	1,745	1,745	2,576
Publicity	-	322	322	2,796
Insurance	1,468	-	1,468	1,861
Miscellaneous	403	-	403	473
Professional and accountancy fees	1,370	-	1,370	840
Depreciation	589	-	589	747
Repairs and renewals	436	-	436	79
Governance costs				
Independent Examination fee	2,400	-	2,400	2,400
Professional fees	940	-	940	2,233
Board members' expenses	153	-	153	469
	59,397	44,980	104,377	155,843

Included above is restricted expenditure amounting to £49,184 (2015: £101,496). All other expenditure was unrestricted in both the current and previous years.

6. Staff costs

	2016 £	2015 £
Salaries and wages	72,512	96,282
Social security costs	3,563	5,855
Pension costs	-	8,676
	76,075	110,813

No employee received emoluments of £60,000 or more in the year.

6. Staff costs (continued)

The average number of employees during the period, calculated on a head count basis, was as follows:

	2016 No.	2015 No.
Senior management and administrative staff	2	2
Project officers	2	3
	4	5

Two directors were reimbursed a total of £153 (2015: Three directors, £469) for travel and other expenses in the year.

7. Tangible Fixed Assets

	Computer Equipment £	Office Furniture & Equipment £	Total £
Cost			
At 1 April 2015	1,375	2,630	4,005
At 31 March 2016	1,375	2,630	4,005
Depreciation			
At 1 April 2015	773	2,153	2,926
Charge for year	301	288	589
At 31 March 2016	1,074	2,441	3,515
Net Book Value			
At 31 March 2016	301	189	490
At 31 March 2015	602	477	1,079

8. Debtors

	2016	2015
	£	£
Grants receivable	-	740
Other debtors and prepayments	1,177	2,962
	1,177	3,702

9. Creditors: Amount falling due within one year

	2016	2015
	£	£
PAYE, social security and pensions	-	440
Other creditors and accruals	3,728	3,994
Pension scheme creditor (note 2)	6,714	117,000
	10,442	121,434

10. Creditors: Amount falling due in more than one year

	2016	2015
	£	£
Pension scheme creditor (note 2)	40,286	-

11. Operating lease commitments

At 31 March 2016 the charity had annual commitments under non-cancellable operating leases as set out below:-

	2016	2015
	£	£
Expiring:		
Within one year	903	2,683
Within two to five years	1,915	2,818

12. Taxation

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

13. Funds Movement

	Balance at 1 April 2015 £	Incoming Resources £	Resources Expended £	Transfers £	Balance at 31 March 2016 £
Restricted Funds					
Scottish Government					
Equality Funding	404	-	-	-	404
Keep Scotland Beautiful	3,820	-	-	-	3,820
Voluntary Action Fund	1,479	35,794	(35,794)	-	1,479
Voluntary Action Fund Small Grant	1,129	7,275	(6,054)	(1,221)	1,129
NHS Community Food & Health	1,221	-	-	-	1,221
National Lottery Awards for All	3,018	-	-	-	3,018
Big Lottery Fund Investing in ideas	5,497	-	(5,497)	-	-
Fairer Scotland Engagement Fund	-	1,250	(1,250)	-	-
Capital Reserve	1,079	-	(589)	-	490
Total Restricted Funds	17,647	44,319	(49,184)	(1,221)	11,561
General Unrestricted Fund	(65,256)	69,251	14,847	1,221	20,063
Total Funds	(47,609)	113,570	(34,337)	-	31,624

Scottish Government (Equality Funding): Funding from the Scottish Government to play a role in putting policy makers and service providers together with diverse communities in a way that allows them to communicate effectively. This is done by:-

- Supporting diverse individuals and community groups, public sector agencies and the voluntary sector to make sure they understand their rights and responsibilities under the 2010 Act.
- Working with partners to make sure our communities have a voice in the important decisions that are shaping the way the services will be provided in coming years.

Scottish Government (Keep Scotland Beautiful): Funding from the Scottish Government was received to work within the ethnic communities in improving awareness of the environment, as well as reducing the carbon emissions within the black and ethnic community by between 4-5% in at least 140 households.

13. Funds Movement (continued)

Voluntary Action Fund: Funding from the Scottish Government, managed by Voluntary Action Fund, for a project officer to work with schools in Clackmannanshire, Falkirk and Stirling Council areas to deliver workshops to raise awareness on discrimination, sectarianism and prejudice and to develop a toolkit that could be used in schools and the community to tackle sectarianism.

Voluntary Action Fund Small Grant Programme: Funding from the Scottish Government, managed by Voluntary Action Fund, for a project to raise awareness and understanding of sectarianism, discrimination and hate crime.in Central Scotland covering Clackmannanshire, Falkirk and Stirling council areas.

Voluntary Action Fund Fairer Scotland Fund: Funding from the Scottish Government, managed by Voluntary Action Fund, for two consultation sessions, one each in Stirling and Falkirk; and an online Fairer Scotland Consultation to get the views of individuals on what would make Scotland fairer. These consultations were held between October and November 2015.

NHS Community Food & Health: Funds received for education regarding healthy food and good health within the community.

National Lottery Awards for All: Funding was received to help promote good community relations amongst the young people of Falkirk and Central Scotland.

Big Lottery Fund Investing in Ideas: Funding was received to enable the understanding and the offering of potential solutions for youth unemployment for ethnic minorities living in deprived areas of Forth Valley.

Capital Reserve: Representing the net book value of fixed assets purchased with restricted grants.

Fairer Scotland Engagement Fund: Funding was received from the Voluntary Action Fund to carry out surveys into what would help build a Fairer Scotland.

Fund Transfers

An underspend on the VAF Small Grant Programme was transferred to General Funds with approval of the funder.

14. Analysis of net assets between funds

	Unrestricted £	Restricted £	Total £
Tangible fixed assets	-	490	490
Net current assets / (liabilities)	20,063	11,071	31,134
	20,063	11,561	31,624

15. Company limited by guarantee

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

16. Related party transactions

Forth Valley Language Support CIC donated £33,500 (2015: £500) to, and was charged a management fee of £4,100 (2015: £1,100) by, Central Scotland Regional Equality Council Limited. Two directors of the charity are also directors of Forth Valley Language Support CIC.

No individual had control of the charity in either the current or previous year.