



Annual Report 2025

Working with you to
make equality a reality.

raceequalityfirst.org



Who we are

Set up in 1976, Race Equality First has almost 50 years of experience as the recognised lead body in Wales for tackling racial discrimination and hate.

The organisation also has a remit to promote equality of opportunity in general. To this end, since April 2011 Race Equality First expanded its services to cover the UK and all nine protected characteristics under the Equality Act 2010 and all five hate crime strands.



Our vision

A society where all individuals have equal rights without discrimination based on race or any other characteristic they may possess.

Our mission

To provide support, advice, leadership and an influential voice for people who face discrimination, harassment, hate crime and disadvantage.

Our aims

- To work towards the elimination of racial discrimination
- To promote equality of opportunity across all protected characteristics within the Equality Act 2010
- To promote rights and good relations between persons of different racial groups

Our actions

- Supporting victims of discrimination or hate crime
- Supporting disadvantaged communities
- Delivering projects to promote equality
- Training
- Policy development
- Campaigning for race equality





Contents

Discrimination & Hate Crime Casework	08
Case Studies from our Discrimination and Hate Crime Casework service in 2024–2025	12
Research and Consultations	18
Hate Crime Research	19
United Nations CERD 2024 Review	22
MEE in Mind	24
Community Activities	30
Financial & Digital Inclusion Project	34
Healthy Minds	36
Chance for Change	40
Racism and Cultural Awareness Training	43
Schools Against Racism Poster Competition	48
End of Life Care	52
Independent Age	54
Carers Support Fund	56
AMSER	58
South Asia to South Wales	60
Know Your Rights, Live By Your Rights	62
Auditor’s Report	67
Our Trustees and Staff	70

CEO & Chair's

Annual Report 2025

We are proud to report that Race Equality First ended the year in a strong financial position, with healthy balances across core and project funding streams.

We secured continuation funding for both our Carers Support Fund and Short Breaks scheme, now extended to March 2026. In January 2025, we launched a new three-year project funded by Independent Age, delivering vital cost-of-living support to Ethnic Minority women aged 60 and over. We also began a two-year partnership with ARA to address gambling-related harm in our communities. Our Women into Politics project, funded by Awards for All, aims to empower Ethnic Minority individuals, especially women, to engage in Welsh politics through education, leadership development, mentorship, and shadowing opportunities with Members of the Senedd and local councillors. Additionally, Macmillan Cancer Support is funding an 18-month research project focused on improving palliative and end-of-life care for Black, Asian and Minority Ethnic communities.

Thanks to our dedicated and skilled staff team, our projects not only met but exceeded expectations. The Carers Support Fund and Amser projects supported 1,187 unpaid carers. Our cost-of-living support fund distributed £13,500 in essential grants and provided hundreds with SIM cards, mobile phones, food vouchers, and period poverty supplies. Our Healthy Minds programme reached 1,627 individuals with tailored wellbeing, counselling, and mental health support. We also responded to 341 discrimination and hate crime cases, while our MEE (Minority Ethnic Elders) in Mind project supported 828 elders to access appropriate healthcare.

In response to high demand, our training programmes expanded significantly, reaching 5,893 individuals, including school pupils, university students, NHS staff, social care professionals, Welsh Government officials, and other public sector employees. These sessions covered Hate Crime Awareness, Racism and Cultural Awareness, and Anti-Racism. Our popular Anti-Racism Poster Competition also engaged 1,300 school pupils across Wales.

We welcomed two new colleagues: Anna Petrie rejoined us in July 2024, and Shobnam Sultana joined as our Social Media and Digital Content Officer in October. We also bid a fond farewell to our valued colleague, Halima Jama.

Race Equality First continues to lead the fight for justice and equity in Wales, holding public bodies accountable under equalities legislation and the Anti-Racist Wales Action Plan. As communities continue to navigate the cost-of-living crisis, we remain committed to improving access to services for Ethnic Minority people.

We thank our members, partners, and funders for their continued support and commitment to our mission.



Gurmit Singh Randhawa
Chair of Trustees

Aliya Mohammed
Chief Executive Officer



Discrimination & Hate Crime Casework



**CRONFA
GYMUNEDOL
COMMUNITY
FUND**

Discrimination & Hate Crime Casework Service

Service aims/background:

- Wales-wide
- Advice, support, representation and advocacy
- Assistance throughout the process: from initial enquiry/mediation to tribunal
- Based on all Equality Act 2010 and hate crime strands – not just race
- Communication in any preferred language & culturally/religiously sensitive
- Victim-centred with mental health & 1–2–1 counselling support
- Inclusive of ACAS process and negotiations, advising on the Vento scale to determine settlement levels

Summary and outcomes for 2024–25

341

Victims of hate and discrimination supported across Wales.

128

Cases related to racial discrimination – accounting for 38% of all discrimination.

104

General racism-related phone enquiries responded to.

99

Employment-related discrimination cases handled, including workplace harassment, micro-aggressions, online abuse, and victimisation.

5

Cases prepared and supported through the Employment Tribunal process.

3

Cases settled prior to Employment Tribunal, causing increased demand for Employment Tribunal support, particularly in West Wales.

10

Cases involved racial discrimination in schools across Wales.

4

Complaints lodged against the Police related to discrimination or hate crime.

7

Neighbourhood-based discrimination cases supported, including public hate incidents.

Disability discrimination featured in 3 casework enquiries and 2 hate crime reports, including multiple disputes involving local authorities and employers.

Innovative outreach tools (multilingual materials, interactive polls) used in West Wales to raise awareness and empower victims.

North Wales support included two cases involving hate crime, with referrals for further assistance.

Through our Wales-wide casework service, Race Equality First has provided vital advocacy, legal guidance, and emotional support to those experiencing discrimination and hate. Victims received tailored, culturally sensitive advice and were empowered to pursue justice through complaints, mediation, and where needed, tribunal proceedings. Our outreach initiatives enhanced understanding of hate crimes versus incidents, increased confidence in reporting, and helped individuals assert their rights under the Equality Act 2010.



Discrimination & Hate Crime Casework Statistics

Discrimination	
Protected Characteristic	Number
Race	128
Faith	7
Disability	3
Race & Religion	8
Other	4
Total	150
Casework Area	
Casework Area	Number
Employment	99
Public Service	4
Education & Training	6
Police	2
Education (School)	10
Housing	10
Racism General (Phone Enquiries)	104
Health & Social Services	4
Sport	1
Retail	2
Neighbourhood	7
General Services	3
Other	7
Total	259
Hate Crime and Hate Incident*	
Protected Characteristic	Number
Race, Ethnicity or Nationality	34 (inc two Hate Incidents)
Disability	2
Total	36
Total Cases	341
Total cases supported through Employment Tribunal	5
Total cases settled prior to ET	3

Hate Crime Case Study

Ongoing Hate Crime Investigation in the Trucking Industry

Background

A lorry driver, referred to as “Sam,” has reported experiencing a series of racially and religiously motivated incidents while working within the trucking industry. Initially, Sam attempted to resolve these matters internally, unaware that such actions could constitute a hate crime. After learning about the role of Hate Crime Officers from Race Equality First, he decided to formally report the incidents to the police.

Incident details

Date of Incident

December 2024

Location

Various transport routes across Wales

Individuals Involved

A colleague referred to as “Derek”

Nature of the misconduct

On the date in question, Sam was subjected to discriminatory and offensive remarks by his colleague, Derek. The incidents included:

- Derek admitted to viewing Sam’s social media profile, where he saw images of Sam wearing religious attire. He then commented, “I don’t shove my religion in your face.” Sam responded by explaining that his religion is a fundamental part of his life and asked Derek to refrain from making such remarks.
- Derek further stated, “The UK has gone to ruin, giving jobs to people like Sadiq Khan,” to which Sam replied, “He worked his way up.”
- During a break at a service station, Derek greeted another colleague with “Assalamualaikum” in a manner that appeared intentionally provocative. When Sam asked him not to use the greeting in that context, Derek responded aggressively, saying, “Do what? Say Assalamualaikum? Well, if you don’t like it, don’t f***ing speak my language,” while moving closer to Sam in an intimidating manner. Derek claimed that, as an ex-military professional who had travelled extensively, he regularly used the phrase. However, Sam had previously observed Derek greeting colleagues multiple times and had never heard him use this expression before. This led Sam to believe that the greeting was being used deliberately to antagonise him. The confrontation left Sam feeling unsafe and further heightened tensions in the workplace.
- In a separate exchange, Derek asked, “What’s the difference between a Muslim and the Taliban?” Although this was initially addressed internally, it further contributed to the hostile and discriminatory work environment Sam was subjected to.





Workplace response

Fearing that reporting the incidents might jeopardise his zero-hour contract and job security, Sam initially tried to handle the matter informally. However, as the situation escalated, he confided in his night supervisor, “James,” at the transport company. James demonstrated understanding and empathy, immediately reassigning Sam to a different driver to separate him from Derek. However, Derek’s parting comment, “I’m disappointed in you,” indicated that he was aware of Sam taking the matter further.

Police involvement & ongoing investigation

Following the escalation of events, Sam decided to report the incidents to the police. A Hate Crime Officer has been assigned to the case, and an official investigation is now underway. The officers have stated there is enough to charge Derek, they have also asked if Sam would be comfortable testifying in court, to which Sam explained yes. The officers will continue to investigate so the case is still ongoing.

Impact

These events have significantly affected Sam’s emotional well-being and professional environment. He feels unsafe and disrespected, and the hostile atmosphere has impacted his ability to work effectively. The situation underscores the importance of ensuring a safe, inclusive, and respectful workplace for all employees.

Hate Crime Case Study

Workplace Conflict and Grievance Investigation

Background

Ms. K, an employee attending a work conference, experienced a series of events that led to a workplace conflict involving allegations of racial comments, workplace tensions, and claims of defamation. The incident occurred during an informal gathering with colleagues and escalated into formal proceedings within the organisation.

Incident details

During a social gathering at the conference, Ms. K met her manager's husband for the first time. While seated with colleagues, multiple conversations were ongoing. A colleague made a comment perceived as racially insensitive, referencing a dentist and a possible association with being Muslim. Ms. K, a Muslim, responded by clarifying her religious identity, to which the colleague expressed surprise. The conversation then shifted, and the manager's husband left to get drinks.

The following morning, Ms. K attempted to discuss the comment with the colleague involved, who denied making it and insisted she misheard. Later in the day, the colleague approached Ms. K again, claiming distress over her reaction and implying that she had fabricated the allegation.

Nature of the misconduct

The situation escalated when Ms. K manager confronted her, accusing her of making false allegations against her husband. Ms. K clarified that the comment in question was made by another colleague, not the manager's husband. The manager, however, insisted that the comment had been misheard and accused Ms. K of acting in bad faith. The confrontation became more serious when the manager's husband stated that he had reported the incident to the police and engaged a solicitor.

Additionally, the manager referenced company disciplinary policies and suggested Ms. K's future employment might be at risk. The husband further implied that Ms. K was manipulative and dangerous, which she interpreted as both a personal attack and a potential reference to her religious background.





Workplace response

Following the incident, Ms. K was asked to submit a written statement. Shortly thereafter, the HR director informed all involved parties that statements would be gathered to assess the allegations. As a result of the emotional toll, Ms. K was signed off work by her GP for four weeks due to work-related stress.

Ms. K also filed a grievance regarding the way she was treated throughout the incident. She participated in multiple meetings with an investigator, while a separate grievance was filed against her. Race Equality First provided support by preparing Ms. K for these meetings, drafting potential questions and strong responses, and assisting with professional email correspondence regarding her concerns.

Impact

The conflict caused significant emotional distress for Ms. K, affecting her well-being and professional confidence. The lack of immediate organisational support exacerbated her concerns, particularly as she faced an accusation of misconduct herself. However, the formal investigation allowed her to voice her concerns and seek accountability.

Outcome

The investigation concluded that Ms. K was not at fault for the grievance filed against her. While her own grievance was not formally upheld, the investigators acknowledged her concerns and recognised that the situation could have been handled more effectively. As a result, the manager involved was required to attend leadership training to improve conflict resolution and inclusivity within the workplace.

Ms. K was satisfied with this outcome and has since transitioned to a new team, where she feels significantly more comfortable and supported in her work environment.

Hate Crime Case Study

Addressing Discrimination in the Workplace with Race Equality First

Case Study 1

Background

J, a Black Caribbean man with a London dialect, had been working for the council for several years. Despite his dedication to his job, he faced recurrent reprimands from management for his tone during telephone conversations, without any clear explanation. These reprimands escalated after being told to mimic the speech of a white British colleague. The situation took a toll on J's mental health, leading to sick leave due to stress. Despite raising grievances, they were dismissed, prompting him to blow the whistle on the discrimination he faced.

Intervention

Amidst his ordeal, Race Equality First stepped in to support J. Lacking access to legal representation, they provided comprehensive assistance throughout the tribunal process. This involved explaining legal documents, liaising with the courts and the respondent's solicitor, and aiding J in crafting official tribunal documents.

Outcome

Through collaborative efforts, J settled his case for a satisfactory compensation amount. The support provided by Race Equality First proved instrumental in achieving this outcome. Without their intervention, J's access to justice and fair treatment in the workplace would have been significantly hindered.



Conclusion

J's case underscores the vital role of organisations like Race Equality First in combating workplace discrimination. By providing crucial support and advocacy, they empower individuals like J to seek redress and challenge systemic injustices. This case study highlights the importance of ongoing efforts to promote equality and fairness in all aspects of society.

Case Study 2

Background

Person X is of Indian heritage and served as the deputy manager at a preschool for several years, contributing diligently to its operations. However, during the challenging period of the Covid-19 pandemic, X faced unjust treatment. Despite the presence of four other staff members, X was the only member of staff sent home for the school's cleaning procedures related to Covid-19. Remarkably, the school remained fully operational during X's ten-day absence. Notably, X was the sole ethnic minority staff member at the preschool.

Dismissal and unexplained misconduct

Following this incident, X was abruptly dismissed from her role on grounds of gross misconduct. Shockingly, she never received a meeting to explain the reasons behind this decision, leaving her perplexed and aggrieved.

Intervention

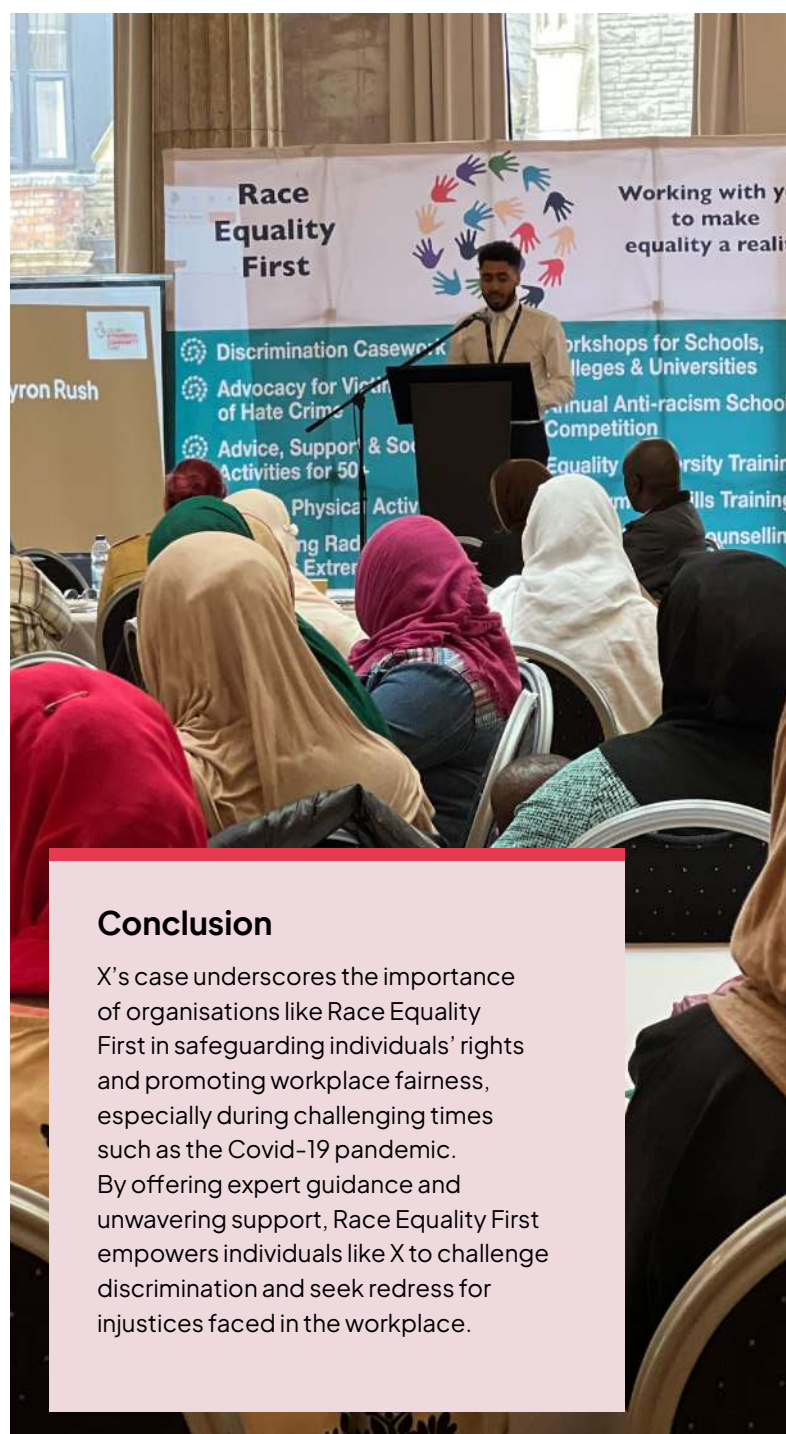
In her pursuit of justice, X sought assistance from Race Equality First, regarding her upcoming Employment Tribunal. The organisation played a pivotal role in supporting X throughout her ordeal. They facilitated several meetings to strategise the preliminary hearing, deliberating on pertinent questions to pose to the respondents regarding their diversity policies, staff training, and other relevant aspects. Additionally, Race Equality First drafted a letter of support for X.

Support and guidance

X, appreciative of Race Equality First's expertise and support, relied on them primarily for advice during the tribunal proceedings. With their assistance, X navigated the complexities of the legal process, leveraging their insights to advance her case effectively.

Positive impact

Thanks to the support and guidance provided by Race Equality First, X made significant strides in her pursuit of justice. She credits their expertise and advocacy for enabling her to navigate the tribunal process with confidence. Without their assistance, X believes she wouldn't have progressed as far in her quest for fair treatment and accountability.



Conclusion

X's case underscores the importance of organisations like Race Equality First in safeguarding individuals' rights and promoting workplace fairness, especially during challenging times such as the Covid-19 pandemic. By offering expert guidance and unwavering support, Race Equality First empowers individuals like X to challenge discrimination and seek redress for injustices faced in the workplace.

Research and Consultations

We responded to a national consultation led by the Centre for Hate Studies and Protection Approaches to help shape a new UK Government hate crime strategy for England and Wales, replacing the expired 2016–2020 Hate Crime Action Plan.

Our response emphasised the need to improve hate crime prevention, victim support, and justice outcomes, particularly for racial and religious minority communities in Wales. Key points included:

Key points

Under-reporting remains a major issue due to low trust in authorities, language barriers, inadequate victim support, and inconsistent police responses.

Criminal justice agencies and frontline responders often lack cultural awareness and competency. We called for anti-racist education in schools and mandatory training for public sector staff, including police and prosecutors.

Public awareness campaigns are needed to increase understanding of hate crime legislation, encourage reporting, and inform victims of available support.

Stronger legislation is essential, particularly to address online hate, which is not adequately covered by laws such as the Public Order Act 1986.

Police responses must be rigorously monitored, including how incidents are handled and their outcomes.

A single point of contact should be established for victims to provide emotional support, advocacy, and case updates.

Remote evidence facilities and special court measures must be expanded to reduce victim withdrawal and improve prosecution rates.

Sustainable funding is vital for victim support services, especially in rural areas and for those with intersecting identities.

Multilingual awareness campaigns and community-based reporting mechanisms are essential to ensure all victims can safely come forward and access justice.

The new strategy should revive and expand the effective elements of the 2016–2020 Plan and fully implement its unachieved goals.

Our submission reflects Race Equality First's expertise in supporting hate crime victims in Wales and builds on our broader research and casework aimed at improving justice system responses.

Hate Crime Justice Gap Research

Since July 2020, Race Equality First (REF) has led a pioneering research project in partnership with Cardiff University, all four Welsh police forces, and Crown Prosecution Wales (CPS Cymru). Funded by REF's core resources, the study investigates the persistent "justice gap" in hate crime – specifically, why so few reported race and religion cases result in prosecution.

Context

In the year ending March 2024:

5,929

Hate crimes were reported in Wales.

3,632

(61%) were racially motivated.

7%

Of hate crime-flagged offences led to a charge or summons.

This reveals a stark disparity: the majority of hate crime cases go unpunished.

Project scope

The study reviewed 300 race and religion hate crime cases (2017–2020), drawn proportionally from each Welsh police force and analysed by hostility type. These include:

74

Cases that did not progress to CPS.

113

That progressed and resulted in successful prosecutions.

113

That progressed but resulted in unsuccessful prosecutions.

Current progress

The project has completed its data extraction phase and is now in the analysis stage, exploring three key areas:

Offence characteristics

- Previous experience with hate crime
- Submission of a Victim Personal Statement

Victim characteristics

- Previous experience with hate crime
- Submission of a Victim Personal Statement

Case progression & evidential factors

- Defendant admissions
- Duration of court proceedings
- Victim retraction patterns

These variables are being examined for their impact on prosecution outcomes and the likelihood of victims withdrawing from the process.

Next steps

We are preparing to conduct 50 in-depth interviews with victims of race and religion hate crime. These conversations will offer powerful insight into their experiences with criminal justice agencies and further shape our final recommendations.

Aims of the project

- 1 Document victim experiences within the justice system
- 2 Understand drivers of satisfaction and dissatisfaction
- 3 Identify systemic barriers to justice
- 4 Recommend evidence-based reforms to improve outcomes and accountability

Looking ahead

The final report will be published between late 2025 and early 2026. Findings will inform engagement with police forces, CPS Cymru, Welsh Government, and justice sector stakeholders to drive meaningful, lasting change in policy and practice.





Joint NGO Shadow Report for Wales

United Nations CERD 2024 Review

Ongoing engagement with UNCERD

- In 2024, REF continued its longstanding engagement with UNCERD by updating and submitting the Joint NGO Shadow Report for Wales.
- Originally funded by the Equality and Human Rights Commission (EHRC) in 2021.
- Developed in consultation with 35+ civil society organisations (CSOs) and endorsed by 63 CSOs across Wales.

Purpose of the report

- Evaluates Welsh Government's progress in:
 - Addressing racial inequality.
 - Upholding treaty obligations under the International Convention on the Elimination of All Forms of Racial Discrimination (ICERD).
- The 2024 update includes:
 - Developments under the Anti-racist Wales Action Plan (ARWAP).
 - Impact of UK-wide legislation on minority ethnic communities in Wales.

Geneva presentation to the UN

In August 2024, REF representatives travelled to Geneva to present evidence to the Committee:



Alongside the following organisations:

AMNESTY
INTERNATIONAL



RUNNYMEDE



We delivered testimony on racial discrimination in Wales and proposed targeted policy recommendations.

Key concerns raised by the committee

UNCERD's concluding observations echoed REF's evidence, including concerns about:

- Fragmented anti-discrimination law across devolved governments.
- Rising racism and Islamophobia, including far-right riots in summer 2024.
- Disproportionate referrals of Muslim children to the Prevent programme.
- Racial disproportionality in stop and search, particularly impacting minority ethnic youth.
- Over-representation of ethnic minorities in the criminal and juvenile justice systems.
- Persistent racial disparities in education, including:
 - High exclusion rates.
 - Racial bullying.
 - Low attainment among Gypsy, Roma and Traveller pupils and pupils of African descent.

UNCERD recommendations to the UK and Welsh Governments

- Develop a new hate crime legal framework, replacing the outdated 2016–2020 Action Plan.
- Ensure fair and lawful use of stop and search, with oversight.
- Increase ethnic minority representation in policing, especially in senior roles.
- Suspend the Prevent duty.
- Reduce over-policing and use alternatives to criminalisation for minor offences.
- Implement a comprehensive education action plan, including:
 - Tailored support for Gypsy, Roma, Traveller, migrant and refugee children.
 - Non-punitive alternatives to exclusion.
 - Mandatory teacher training on racism and bias.
 - Systematic monitoring and reporting of racist incidents.

REF's commitment

REF proudly contributed to the development and endorsement of these recommendations through our Joint NGO Shadow Report which helped to shape the Committee's Observations.

We remain committed to:

- Holding UK and Welsh Governments accountable to international human rights standards.
- Championing the rights of minority ethnic communities across Wales and the UK.



MEE in Mind Project



Llywodraeth Cymru
Welsh Government

MEE in Mind Project

Project aims

- Support individuals from Black and Minority Ethnic (BME) communities to overcome barriers in accessing health, housing, welfare, immigration, employment and other public services.
- Empower people with knowledge of their rights and entitlements, promoting self-advocacy and equitable access to support systems.
- Reduce isolation and loneliness by creating inclusive, welcoming spaces that support emotional wellbeing and integration.
- Promote health and wellbeing through culturally appropriate, accessible community-based activities.

What we delivered in 2024–2025

1,131

People supported across Wales.

170

People supported with in-depth one-to-one advocacy support.

190

People supported remotely via phone or email.

72

People supported with translation/interpretation for accessing services and appointments.

45

People supported with housing, re-housing, or housing maintenance issues.

25

People supported with benefit issues, including applications and appeals.

21

People supported with community care to live independently at home.

20

People supported with financial challenges, including budgeting and cost-of-living grants.

5

With urgent safety concerns.

38

People supported with education needs (including ESOL and digital access).

365

People took part in REF's fitness and wellbeing activities

137

People engaged in social groups and befriending sessions



Our approach

- Provided personalised one-to-one advocacy, helping clients navigate complex systems such as housing, welfare, immigration, and employment.
- Delivered language support and liaised with health, social care, and public sector professionals to ensure culturally appropriate services.
- Facilitated access to wellbeing activities, community engagement, and mental health support.
- Ensured beneficiaries understood their rights and entitlements through tailored information, signposting, and support.
- Volunteers and sessional workers supported all activities and offered essential interpreting services to remove language barriers.

MEE in Mind – Who we supported

Employment & Other Status	How Many
Employed F/T	40
Employed P/T	61
Self-employed	20
Homemaker	48
Carer	14
Student	74
Retired	16
Refugee	118
Asylum Seeker	24
Other	39
Unemployed	105
Undisclosed	269

MEE in Mind Project Case Study

Advocacy Support for an Older Gentleman Rebuilding Stability

Background

As part of the MEE in Mind project, we supported a gentleman in his early 70s from the Arab community who returned to the UK after spending several years abroad. Upon his return, he found himself homeless, having lost his previous rented accommodation. With no fixed address and limited support, he was forced to sleep on a friend's sofa for several months, significantly affecting his physical and emotional wellbeing.

Challenges

The client was referred to our advocacy service in a state of considerable distress. As an older individual with language and cultural barriers, he was reluctant to consider options such as assisted accommodation — specifically, a place offered at Red Sea House, which he strongly declined due to concerns about independence and suitability.

Advocacy support provided

Through the MEE in Mind project, we worked closely with the client to ensure his voice was heard and his rights understood. I attended several appointments with him at the housing support office, advocating on his behalf to explore alternative housing solutions.

Despite the limited options available, we managed to negotiate an arrangement where housing support services agreed to provide rent assistance — but only on the condition that he continue to live with his friend. Though not ideal, this option was a compromise the client ultimately agreed to, as it provided some stability while maintaining his independence and dignity.

Impact

Thanks to the advocacy provided, the client was able to secure a safer, more stable living situation. While not a permanent solution, it marked a significant improvement from his previous circumstances and prevented him from having to enter accommodation he was uncomfortable with. Our ongoing engagement also helped him feel heard, respected, and more connected to support services.



Conclusion

This case highlights the importance of culturally sensitive advocacy, especially for older individuals from ethnic minority communities who may face unique barriers in accessing support. Through MEE in Mind, we continue to prioritise empowerment, dignity, and meaningful choices in all our work.

MEE in Mind Project Case Study

Supporting a Vulnerable Client Facing Homelessness and Declining Health

Background

The client, referred to here as Mr. S, was an adult male residing in temporary accommodation in Cardiff. He was facing imminent homelessness as his tenancy was due to end, and he had not been served a formal eviction notice. He was partially sighted, and his deteriorating vision left him increasingly vulnerable, expressing fears that others were taking advantage of him. Mr. S experienced significant challenges with daily living, including an inability to cook or prepare food independently.

Mental health and wellbeing

Mr. S disclosed multiple traumatic experiences, including being left for dead in a past incident. These events left him highly isolated, with low self-esteem, and suffering from persistent fear and anxiety. He had also experienced several recent bereavements, including the deaths of his father, uncle, and nephew. Despite being signposted to mental health services, Mr. S declined to engage with them.

Engagement with services

Social services had previously been involved through a referral initiated by his sister in April 2022. However, Mr. S was dissatisfied with the proposed care plan and declined visits from carers, expressing a desire to explore alternative arrangements. He was also linked in with Independent Living Services (ILS), and efforts were made to contact his worker to coordinate further support. Unfortunately, there were significant communication barriers—calls often went unanswered, and messages left with adult living services yielded no response.

Despite these difficulties, continued efforts were made to advocate on Mr. S's behalf. For example, a three-way call was facilitated with housing options to discuss his situation and clarify his legal housing rights. Mr. S was informed that unless served with a Section 21 notice, his landlord could not legally evict him within six months following December 1st.

Additional support and referrals

Mr. S required support with making telephone calls due to his visual impairment, and all onboarding was done verbally. Contact was maintained to ensure he was supported in communications with relevant organisations. Occupational therapy arranged a home visit to assess his ability to live independently, and he was encouraged to allow them access in order to facilitate a comprehensive care plan.

Efforts were also made to secure meal provision through Meals on Wheels. However, Mr. S declined this service, expressing concerns about not having a stable home to receive deliveries.

Outcome

Tragically, Mr. S passed away in early January 2023. The case was closed following notification from his daughter. Subsequent contact with the family revealed that the accommodation being sought for him was eventually approved, but unfortunately, it came too late.





Quotes from project beneficiaries

“

Thank you once again for being there for me. Your assistance made a positive impact on my life, and I am truly grateful to have you in my corner.

“

The work organisations like yours do is fantastic. Without your help, this positive outcome would not have been possible.

“

I'm so grateful for the support I received—thank you so much!

“

I can't thank you enough for everything you've done.

“

I deeply appreciate the support and guidance you've provided. It has truly made a difference.

“

Your support has not only helped me, but it has also given me the confidence to speak out and share my experience

“

Without your involvement, the authorities would not have taken action—thank you.

“

We are incredibly grateful for your help and advice.

“

Thank you ever so much for all this support. You're being really kind to me. I am so happy that I can't express this feeling. I truly appreciate this from the bottom of my heart.

Community Activities and Other Events Wales-wide

1,131

Participants engaged across a wide range of activities from physical health, emotional wellbeing and social connection.

3,000+

People reached through awareness events, fairs, and collaborative campaigns across Wales.

Activity	Focus Area	Location/Group
Yoga	Stress relief, flexibility, mindfulness	All regions
Exercise Classes	Strength, mobility, general fitness	Community centres
Badminton	Cardio, social engagement	Various
Swimming	Water confidence, family bonding	Cardiff, Swansea
Walking Groups	Gentle fitness, nature connection	Local parks
Cycling/Tricycling	Inclusive cardio and mobility	Wrexham, Newport
Basketball	Youth engagement, coordination	Youth groups
Sewing & Crochet	Creativity, mental health	Women's groups
Men's Football	Physical activity, social engagement	Wrexham & Swansea
Art & Crafts	Creativity, stress relief	Community hubs
Allotment Group	Healthy eating, gardening skills	Cardiff
Day Trips	Cultural visits, social engagement	Wales & beyond
Coffee Mornings	Connection, conversation	All regions
Drumming	Rhythmic therapy, community spirit	Cardiff
ESOL Classes	Language support, confidence building	Various

Participant feedback

“

I used to be afraid of water, but the swimming sessions have really helped me feel more confident. I can now enjoy the pool with my children, which was something I never thought I'd be able to do.

– R, Cardiff

“

I rarely get time away from my responsibilities, so the group trips have been a blessing. It's a chance to unwind, explore new places, and create wonderful memories with my children.

– T, Newport

Community events

Event	Purpose
Health & Wellbeing Fair	Promoting healthy living
Cultural Diversity Awareness Day	Community celebration of heritage
Cardiff Mela	Wales' largest multicultural festival
Have a Voice Webinar	Empowering voices of ethnic minorities
Severe Period Pain Session	Women's health awareness
Light a Candle Event	Memorial and solidarity



Tennis Wales Panel Discussion

Sophia Gardens, 28 March

- Diversity in sport, feedback, and inclusion in leisure



Student Engagement with Cardiff & Vale UHB

Cardiff Meeting House, 17 April

- Promoting Recovery & Wellbeing College resources to students
- REF engagement: Information stand, collaboration talks

Other events and collaborations in 2024–25

Education & Awareness



Know Your Rights Project Launch

Police Stop & Search Seminar (Darul Isra Mosque)

Interfaith Experience (Llangollen Eisteddfod)

LLAN Meeting

ESOL / Numeracy Wellbeing Event

Cultural Celebrations



Windrush & Black History Month Events

Refugee Fair

Afghan Kitchen with ARAP Community

Cardiff Central & Newport Masjids collaborations

Health & Wellbeing



Winter Family Health Fair

Spring Wellness Event

Minority Ethnic Communities Health Fairs
(Cardiff & Newport)

Macmillan Professional Partners Conference

Carers Trust Wales Conference

Cardiff SW Cluster Health Fair

Maindee Health Fair

Strategic Partnerships



Anti-Racist Wales Conference (Speaker)

BLM in Wales & UN Race Discrimination Conference

Diversity in Cricket (Sophia Gardens)

NPT BME Parent Network

Ringland Collaborative

NAASH

Newport Buzz Meetings

Financial & Digital Inclusion Project



Financial & Digital Inclusion Project

The cost-of-living crisis has continued to deepen in 2025, with rising energy prices, food insecurity, and the migration to Universal Credit placing immense pressure on the people we support. Many of our beneficiaries were unable to afford basic necessities like food, heating or

digital access. Funded by the Good Things Foundation and other key partners, our Financial and Digital Inclusion Project has helped hundreds of individuals and families across Wales navigate this crisis and regain stability.

Project aims/background:

- Digital inclusion and support with accessing online services
- Financial skills and budgeting support
- Emergency support through the cost-of-living crisis
- Supermarket vouchers for essentials such as food, hygiene products, and baby items
- Support with energy costs and fuel top-ups
- Free mobile phones and SIM cards to improve digital access
- Shopping vouchers for digital devices
- Food bank and fuel bank referrals
- Period poverty support
- One-to-one advice and drop-in sessions

What we delivered in 2024–2025

85

Food bank vouchers provided.

£10k

In supermarket vouchers issued.

£2k

In shopping vouchers for digital devices.

£1.5k

In fuel vouchers distributed.

600+

SIM cards provided to digitally excluded individuals.

50

Android smart phones given to beneficiaries across Wales.

250+

Sanitary products distributed.

Dozens of individuals helped stay connected, warm, and supported through targeted one-to-one support and partnerships with local services.

Healthy Minds Project



Healthy Minds Project

Project aims/background:

- Funded by the National Lottery Community Fund (Nov 2022 – Oct 2025)
- Delivered across South Wales (including Cardiff, Vale of Glamorgan, Bridgend, Caerphilly, Merthyr Tydfil, Rhondda Cynon Taff, Newport, Torfaen, Monmouthshire, Swansea – and some support in North Wales due to demand)
- Free Counselling
- Physical exercise and activity sessions
- Educational and public awareness-raising sessions to combat stigma around mental health in ethnic minority communities
- Creative arts and expression sessions – including gardening, painting, crocheting, and more

What we delivered in 2024–2025

1,627

People supported across Wales.

662

Individuals attended physical activity sessions.

523

People accessed one-to-one counselling, advice, and support.

199

Participated in creative expression sessions (e.g. art, gardening).

168

Accessed healthy living and wellbeing education.

75

Attended mental health stigma awareness sessions.

27

Weekly physical exercise sessions delivered.

Support

Our counselling officer provided culturally responsive support in:

Stress and anxiety management

Building confidence and self-esteem

Navigating relationship challenges

Coping with trauma, grief and emotional regulation

Supporting identity, culture, and acculturation stress

Some quotes from our service users

“

Thanks for helping me come up with coping strategies that have reduced my anxiety.

“

The counselling has helped me build my self-esteem and confidence. I now have clarity about what causes my stress.

“

Talking to someone in a non-judgemental space has helped me cope with my relationship. I finally feel heard.

“

Art sessions gave me a safe space to express myself. I've met amazing people and feel more connected.

“

Gardening gave me a sense of purpose. Watching something grow helped me grow too.

“

Joining the walking group has been life changing. I feel healthier, I've made new friends, and I look forward to it every week

What we've learned

Key Principles

1.

Cultural competence

We honour the unique values, histories, and beliefs of the communities we work with. Cultural humility shapes every aspect of our approach, ensuring our counselling is respectful, responsive and inclusive.

2.

Intersectionality matters

We recognise the diverse identities of our service users – from ethnicity and faith to gender, immigration status, and more. Support is tailored to their lived experiences.

3.

Navigating acculturation stress

We support people facing identity challenges and cultural conflicts, helping them build confidence in who they are while staying connected to their heritage.

4.

Building community trust

Historic distrust of mental health systems persists among ethnic minority communities. REF continues to build trust by providing safe, inclusive and empowering spaces.

5.

Advocacy

Our wider work in challenging discrimination and hate crime plays a crucial role in mental health. Empowerment through advocacy improves wellbeing

Chance For Change: Tackling Gambling Harm in Ethnic Minority Communities



GambleAware

Am
RECOVERY FOR ALL

A partnership between Race Equality First & Ara Recovery for All



Why this work matters

Gambling can lead to:

- 1 Financial hardship
- 2 Mental health challenges
- 3 Relationship breakdowns

But cultural stigma, language barriers, and a lack of culturally sensitive support often stop people – especially in ethnic minority communities – from getting help.

What we do

Chance for Change is built on culturally informed, community-driven action. We offer:

Community Awareness Sessions

Training for Frontline Staff to recognise and respond to gambling harm

Outreach Activities in local community spaces

Culturally Sensitive Support for individuals and affected family members

Our impact in the past year

We have prioritised:

- 1 Grassroots engagement to build trust and spark conversations
- 2 Strategic partnerships with local leaders and community groups
- 3 Multilingual outreach to break language and access barriers
- 4 Empowerment through knowledge - helping people recognise harm and feel confident seeking help

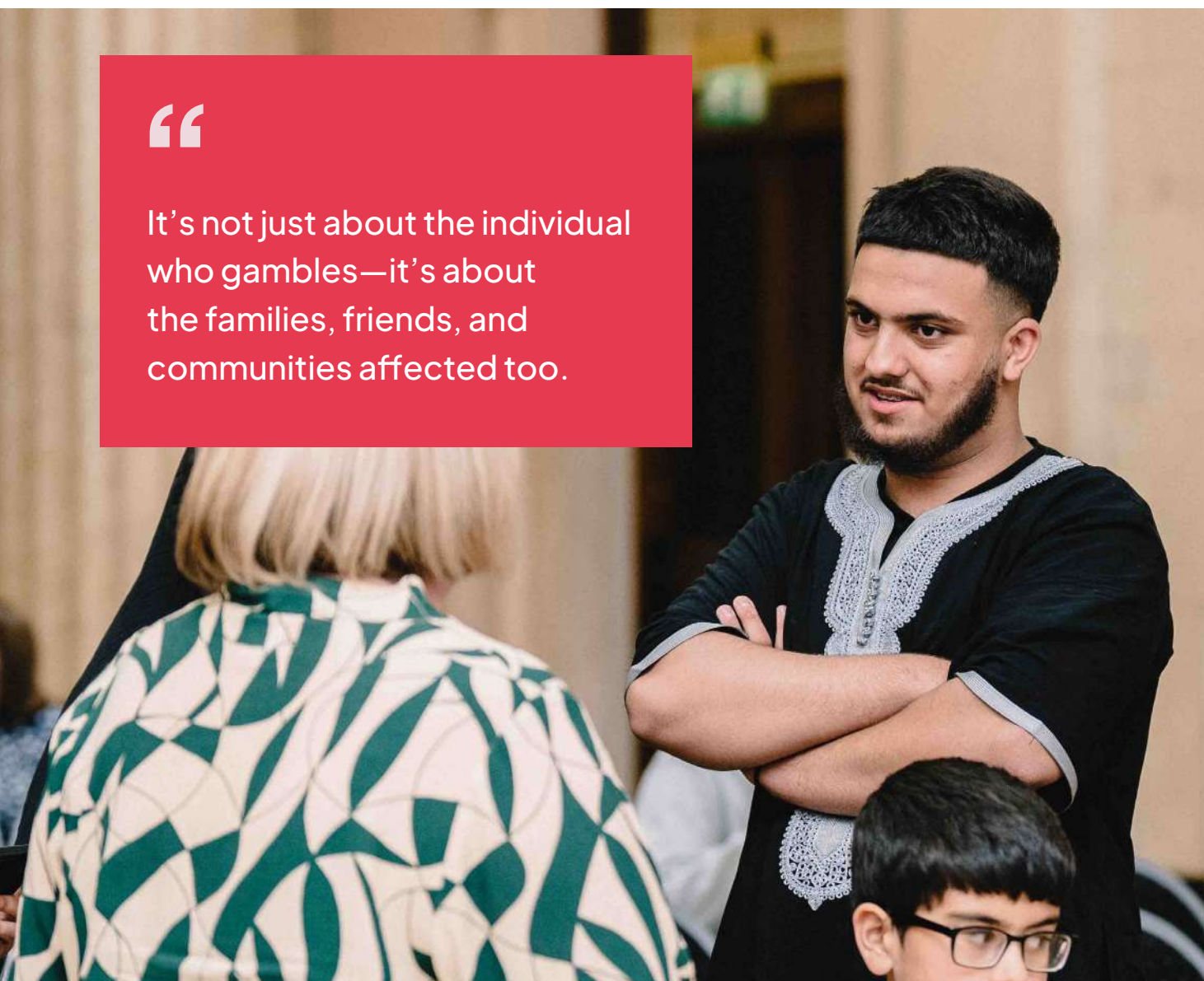
Looking ahead

Our plans for the year ahead:

- 1 Expanding our reach into underserved ethnic minority communities
- 2 Training more professionals in culturally appropriate responses
- 3 Working with affected families as well as individuals
- 4 Reducing stigma and normalising conversations about gambling harm

“

It's not just about the individual who gambles—it's about the families, friends, and communities affected too.



Racism and Cultural Awareness Training

Racism and Cultural Awareness Training

Education is the first step to creating truly inclusive environments. Our training empowers individuals and organisations to:

- Understand how bias, discrimination, and cultural barriers affect lives
- Take practical steps to challenge inequity
- Build a culture of respect, inclusion, and anti-racism
- Creative arts and expression sessions – including gardening, painting, crocheting, and more

Racism Awareness, Discrimination & Hate Crime Training

Understand. Challenge. Change. Our flagship training explores:

- Explicit and implicit bias and how they affect decisions
- UK Equality Law and legal protections
- Preventing discrimination and supporting victims of hate crime
- Practical tools to promote anti-racism in the workplace and beyond

Participants leave empowered to drive organisational change and foster inclusive cultures.

Cultural Awareness Training

Cultural competence is essential for inclusion. Our training takes a person-centred approach to help teams:

- Overcome barriers to inclusivity
- Better support colleagues and service users from diverse backgrounds
- Improve cultural competency in healthcare and public-facing roles
- Value and leverage diversity as a strength

Specialist training also available for healthcare and social care teams.

Our Impact

Training delivered to:

5,868

Individuals trained in 2024–2025.

Tailored sessions on cultural awareness, bias, discrimination, and hate crime.

Delivered across Wales, with content adapted to suit local needs and demographics.

Public, private, and third sector organisations across Wales.



What we delivered in 2024 – 2025

Description	Number of Courses delivered	Number of participants trained
Schools Anti-Racism workshop	39	3908
Racism Awareness D&HC	11	229
Implicit Bias & Disc	3	110
Disc & Hate Crime	2	87
Cultural Awareness	9	249
School Assembly	3	1216
Bespoke	3	69
Total	70	5868

What People Said about Our Training

Professional training feedback

“

The training was really engaging and felt friendly and supportive.

“

Your support has not only helped me, but it has also given me the confidence to speak out and share my experience.

“

The content was great and engaging throughout.

“

Very useful – with well-informed trainers. Thank you!



Impactful and thought-provoking



“

Very interesting and really relevant to our institution. We deal with these issues daily – staff and students need this awareness.

“

The session raised my awareness of my 'in-group' – very thought-provoking.

“

Important to discuss & not be afraid of making mistakes. Just because I haven't experienced it, doesn't mean it doesn't exist.

Practical, applicable and actionable

“

I'm better equipped with practical tips to foster an inclusive environment.



“

Stats were striking, and the video on victim experiences was emotive.

“

The mix of topics, activities, and discussion was really valuable.

“

I'll share this with my team!

Well-structured and interactive

“

The training had the right amount of interactivity and learning.

“

Good mix of presentation and engagement – loved the use of tech and case studies.

“

Grateful for the slides and calendar – lots of useful information!

“

The pace was easy to follow, and further reading suggestions were excellent.



Feedback from School Workshops



Age-appropriate, safe, and engaging

“

The facilitator explained misconceptions about racism in an age-appropriate way.

“

Very useful for giving pupils a sense of responsibility to stand up for others.

“

Interesting and well-delivered – children fully enjoyed the workshop.

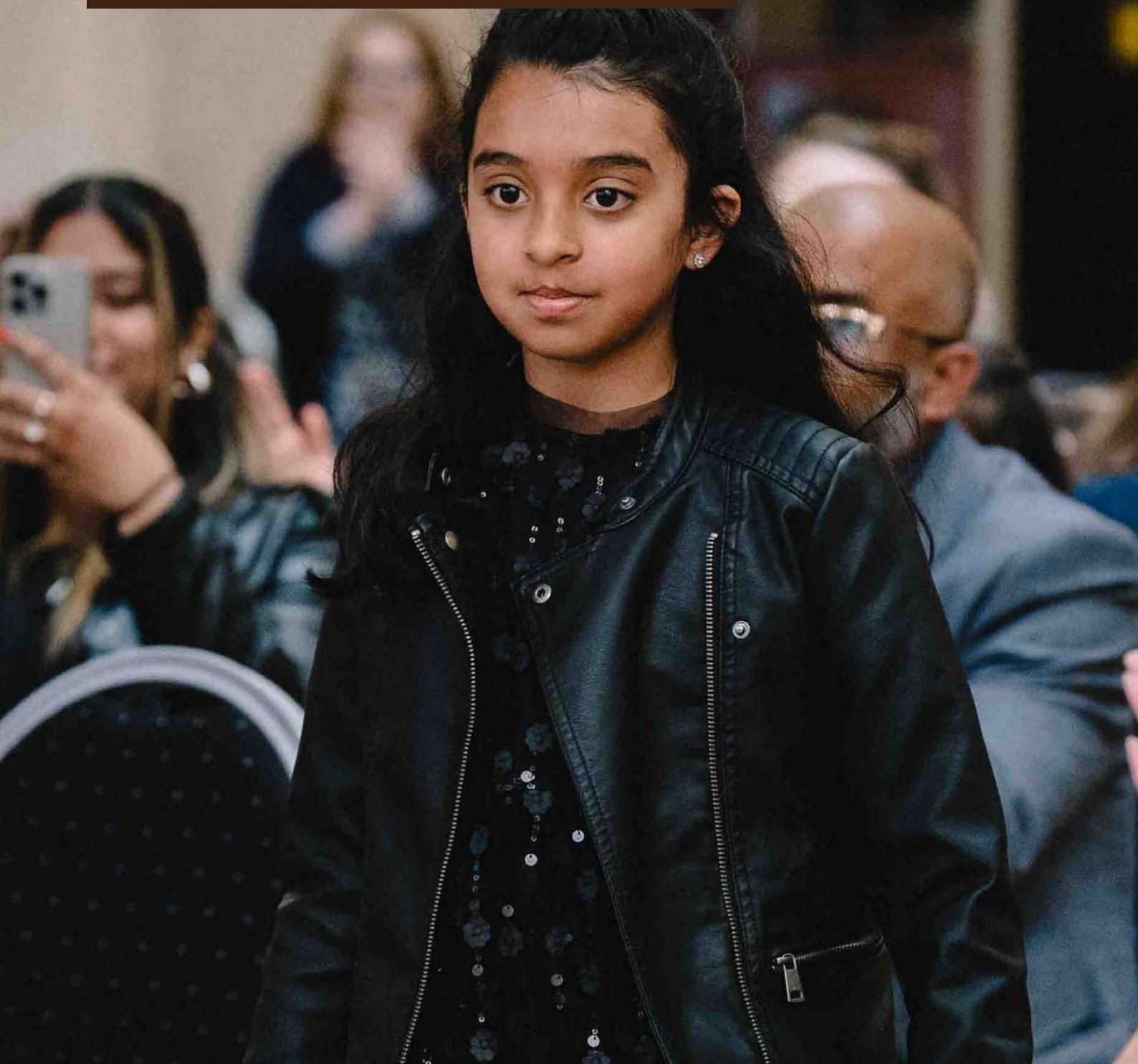
“

Pupils asked questions openly in a safe space.

“

Come back again next year!

Schools Against Racism Poster Competition



Celebrating 29 Years of Inspiring Change Through Creativity

The message: Stop racism

Now in its 29th year, this powerful initiative invites children across Wales to reflect on racism, challenge prejudice, and foster empathy through the arts. Each poster created is a bold statement for equality.

Participation across Wales

Over 1,300 poster entries received. Promoted widely via social media, ensuring maximum engagement from schools across all regions.

Wrexham

Vale of Glamorgan

Pontypool

Bridgend

Porthcawl

Newport

Aberdare

Cardiff



Special School Prize

To encourage participation, we offered a £200 book bundle (diversity and equality titles in English and Welsh, ages 5–16) to the school with the highest number of entries.



Winner

Howardian Primary School

Entries

446

Awards Ceremony Highlights

Over 100 attendees joined us, including winning pupils, their families, and teachers, to celebrate the creativity and commitment of Wales' young anti-racism champions.

Event details

Date

8th July 2024

Venue

Portland House

Host

Jason Mohammad

Student prizes

- £50 voucher
- Personalised certificate
- Framed copy of their winning poster

School prizes

- £100 voucher
- Framed certificates and posters of winning entries



Overall winner

Ella Cosslett

Whitchurch High School



Youngest winner

Junaid Khan

St Mary's The Virgin School

“

Each poster is not just art — it's a message of hope, change, and a call to action

Why it matters

This competition continues to:

- 1 Encourage early conversations about racism
- 2 Inspire young people to be agents of change
- 3 Promote inclusion, empathy and equality in our schools
- 4 Generate enthusiastic support from schools year after year

Palliative and End of Life Care

Palliative and End of Life Care

Partners

Macmillan | Marie Curie

Start Date

2022 (formalised in 2025)

Geographical Focus

South Wales



Project aim

To understand and improve the experiences of Minority Ethnic individuals and their carers at the end of life.

Activities

Community gatherings, focus groups, and 1–2–1 interviews with Minority Ethnic people.

Goal

Feed insights into a Wales-wide transformation of palliative and end of life services.

Independent Age

Independent Age

Project aim

A steep rise in older people from Minority Ethnic backgrounds facing poverty, energy debt, and lack of accessible information.

Expected outcome

Improved financial resilience and wellbeing among older beneficiaries.

Barriers identified

- Limited English/literacy
- Inaccessible digital/print communications
- Missed benefits and entitlements

What we delivered in 2024–2025

Launched a dedicated support service for older ethnic minority people

Services include:

- Income and benefits checks
- Budgeting advice
- Support with energy debt and redress schemes
- Use of culturally-appropriate and accessible communication



Carers

Support Fund

Carers Support Fund

Project aim

To allow unpaid carers from deprived backgrounds in Cardiff, Newport, Vale of Glamorgan, Caerphilly and Swansea to purchase household items they cannot afford.

What we delivered in 2024 – 2025

437

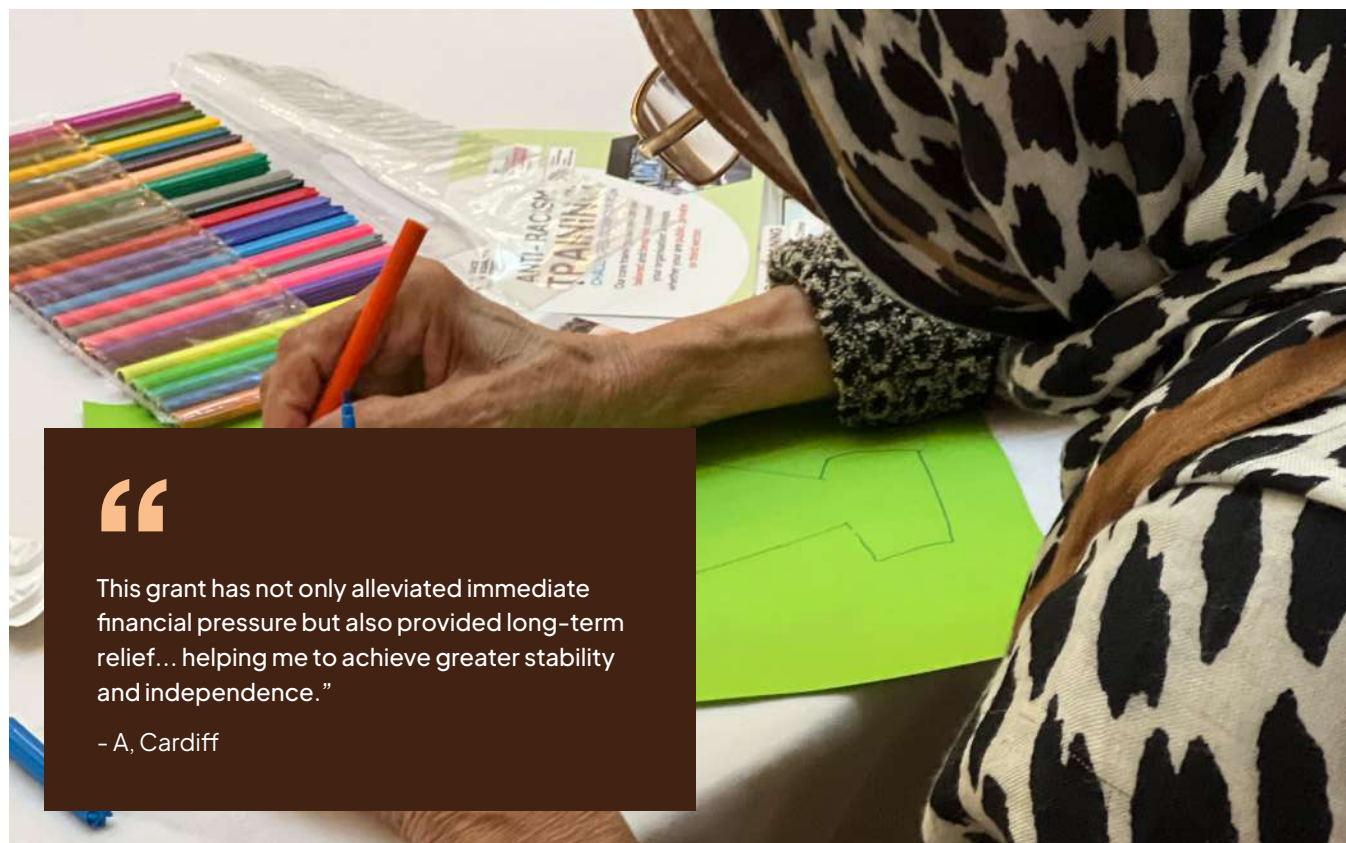
Unpaid carers supported across South Wales.

16k

Awarded in food and clothing grants.

68k

Awarded in household items and home repairs.



“

This grant has not only alleviated immediate financial pressure but also provided long-term relief... helping me to achieve greater stability and independence.”

- A, Cardiff

AMSER

Short Breaks Fund for Unpaid Carers

AMSER Short Breaks Fund for Unpaid Carers

Project aim

To provide short breaks, day trips, group trips and activities for minority ethnic unpaid carers in Cardiff, Newport, Vale of Glamorgan, Swansea and Caerphilly.

What we delivered in 2024–2025

750

Unpaid carers benefited in 2024.

£63k

Awarded in grants for:

- Individual trips & wellbeing activities
- Group and residential trips
- Outdoor and nature-based activities

Quotes from our beneficiaries:

“

The Morfa Bay trip supports pupils' mental and physical wellbeing... School budgets can't stretch this far. We're delighted pupils can attend.

– Headteacher, Cardiff

“

Thank you for a wonderful trip to Tredegar Gardens. It built community and lifted spirits.

– R, Newport

2025–26: Funding renewed for another year
– more carers to be supported.

From South Asia to South Wales

From South Asia to South Wales

Project Aim

Documenting the stories of the 3 largest ethnic minority groups in Wales from South Asia: Indian, Pakistani and Bengali communities in Cardiff and Newport, and celebrating their contributions to Welsh history and their influence on Welsh culture.

Target Communities

Pakistani, Bangladeshi, Indian (via 20 interviews)

Historic Insight

- Many arrived in mid-20th century to rebuild post-war Britain, working in essential sectors including the NHS
- Despite low-paid, tough roles, they laid foundations for economic and cultural contributions still visible today

Project Aims

- Preserve community heritage
- Challenge stereotypes and racism
- Foster mutual understanding through storytelling

Key facts

89k+

Of South Asians are Wales' largest minority ethnic group .

80%

Of participants reported racism in education or healthcare.



“

Our stories are a bridge to understanding and a catalyst for change.

Know your Rights, Live by your Rights Project

Know your Rights, Live by your Rights Project

Project Aims

- Empower individuals from Black, Asian, and minority ethnic communities to understand and assert their rights in housing, health, education, hate crime and more.
- Deliver accessible rights education and advocacy support to those facing racism, discrimination and disadvantage.
- Engage people with lived experience in shaping public services and influencing policy change.
- Educating Black and Ethnic Minority communities across Wales about their civil and legal rights, how to overcome barriers to public services, and how to challenge discrimination.
- Providing advocacy, advice, mediation, representation and support to help individuals access services, exercise their rights, and address inequality.
- Engaging Volunteer Leaders to run Advocafés and rights-based education sessions, focusing on the Public Sector Equality Duty, Equality Act 2010, and the Anti-Racist Wales Action Plan — covering issues like health and mental health, housing, transport, employment, policing and discrimination.
- Delivering Cultural Diversity Workshops in schools to raise awareness about Wales’ diverse communities, including religion, culture, inclusive language, and to encourage participation in our national school competitions promoting Diversity, Equity and Inclusion.
- Training public, private and third sector organisations on meeting the needs of Black and Minority Ethnic service users through culturally sensitive service delivery, equity-focused strategies, and implementation of the Anti-Racist Wales Action Plan and Public Sector Equality Duties.

What we delivered in 2024–2025

1. One-to-One Advocacy

Total beneficiaries supported with 1:1 advocacy: 652 individuals

Region	People Supported	Summary of Support
Cardiff & Vale	90	Support with housing, benefits, immigration, employment, access to public services. Advocacy, applications, and referrals.
West Wales	300	Welfare, budgeting, grants, scams, appeals. Notably, REF successfully recovered funds for a scammed asylum seeker.
SE Wales	222	Housing support, cultural integration, and engagement with community activities.
North Wales	40	Translation, phone/letter support, service signposting, and form assistance.



2. AdvoCafés (Community Drop-in Support Sessions)

Total AdvoCafés Held: 37

Region	No. of Sessions	Locations	Summary of Support
Cardiff & Vale	10	Cardiff & St Athan	Monthly topics: hate crime, rights, services, befriending, emotional support.
West Wales	15	Swansea & Llanelli	Community-specific sessions (e.g. Congolese group), high female attendance.
SE Wales	6	Mosques, community centres	Engagement with faith groups and community influencers to expand reach.
North Wales	6	Wrexham	Bi-monthly support, culturally sensitive guidance and wellbeing focus.

3. Volunteer Champions

Total Recruited & Trained: 25 Volunteers
(including sessional workers)

- Roles include support with allotments, fitness sessions, dance and wellbeing workshops, language support and swimming lifeguards.
- Volunteers were essential in bridging language barriers and extending the reach of community sessions.

Region	No. Recruited	Activities
Cardiff & Vale	10+	Range of community-led sessions and interpreting.
West Wales	6	Sessional workers (fitness, swimming).
SE Wales	3	Sessional volunteers supporting cultural engagement.
North Wales	2	Community support and outreach.

4. Education & Awareness Sessions

Total Sessions Delivered: 50
Estimated Reach: Over 32,000 people

Region	No. of Sessions	Locations/Events	Reach
Cardiff & Vale	9	Mela, Health Fairs, Schools, Online Webinars, Project Launches	31,000+ (Mela: 30,000)
West Wales	11	Info stalls, engagement with MSs, local councils, Afghan families support	200+
SE Wales	17	Diversity meetings, health fairs, school partnerships, faith centres	1,480+
North Wales	3	ESOL classes, Interfaith sessions, multicultural hub events	85+

5. Cultural Diversity Workshops in Schools

Total Delivered: 57 Workshops
Total Pupils Reached: 2,202
(117 sessions booked for 4,132 pupils from June 2024–March 2025)

Region	No. of Sessions	Schools/Settings
Across Wales	57	Mainstream schools, special education, Youth Justice, home-schooled children
Cardiff & Vale	Majority	Delivery in English and Welsh schools; inclusive of all educational settings
West Wales	15 promoted	Through Headteacher briefings; workshop promotion underway

Our Impact in 2024 – 2025

- Delivered multilingual, trauma-informed, and culturally sensitive support.
- Strengthened community trust through regular, localised engagement.
- Partnered with schools, mosques, and public institutions to raise awareness and combat discrimination.
- Amplified community voices and ensured marginalised groups accessed vital services.

Some quotes from our service users

“

You amplified my voice and got across my point. Thank you.

“

Thank you once again for being there for me. Your assistance made a positive impact on my life, and I am truly grateful to have you in my corner.

“

The work organisations like yours do is fantastic. Without your help, this positive outcome would not have been possible.

“

I'm so grateful for the support I received—thank you so much!

“

I can't thank you enough for everything you've done.

“

I deeply appreciate the support and guidance you've provided. It has truly made a difference.

“

Your support has not only helped me, but it has also given me the confidence to speak out and share my experience.

“

Without your involvement, the authorities would not have taken action—thank you.

“

We are incredibly grateful for your help and advice. As a token of appreciation, we have made a donation.

“

Thank you ever so much for all this support. You're being really kind to me. I am so happy that I can't express this feeling. I truly appreciate this from the bottom of my heart.

“

Thanks, you for all your help and support, thanks, for customer service and customer care Laura, wishing you a very happy holiday and new year.

“

Thank you very much for all your support especially being it so close to Christmas.

Annual Incoming & Outgoing Resources

Auditor's Report

(Income)

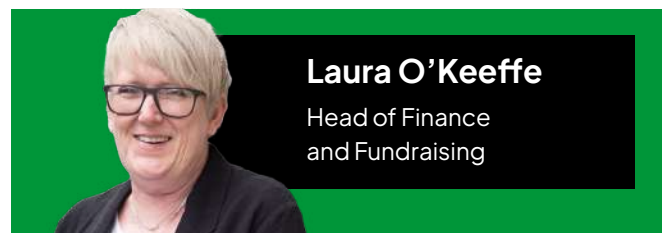
Annual Incoming and Outgoing Resources:				
Incoming Resources	Unrestricted Funds	Restricted Funds	2025 Total	2024 Total
Charitable Activities				
Welsh Government – MEE in Mind	-	207,100	207,100	180,825
AMSER Short Breaks	-	87,360	87,360	46,890
Discrimination & Hate Crime Service	-	-	-	41,150
Know Your Rights, Live By Your Rights	-	166,397	166,397	41,568
Carers Support Fund	-	93,021	93,021	82,482
Santander	-	-	-	45,451
Healthy Minds	-	149,464	149,464	148,954
Independent Age	-	20,618	20,618	20,000
National Grid	-	-	-	10,000
Awards For All	-	20,000	20,000	-
Chance for Change	-	74,067	74,067	-
Macmillan	-	2,396	2,396	-
Donations & legacies	21,818	-	21,818	13,399
Training income	14,830	-	14,830	13,270
Other income	4,662	-	4,662	2,492
Investment income	2,367	-	2,367	2,984

Auditor's Report (Expenditure)

Outgoing Resources:				
Outgoing Resources	Unrestricted Funds	Restricted Funds	2025 Total	2024 Total
Wages & salaries	(15,337)	470,768	455,431	456,106
Rent and operating leases	-	32,667	32,667	28,000
Rates	-	4,530	4,530	612
Light Heat & Power	-	10,750	10,750	4,654
Insurance	-	4,568	4,568	2,030
Repairs & maintenance	-	1,168	1,168	4,117
Cleaning	-	2,095	2,095	2,491
Telephone & Internet	-	5,760	5,760	6,361
Computer software & maintenance costs	-	6,143	6,143	1,290
Printing, postage & stationery	-	6,790	6,790	5,102
Audit & accountancy	-	3,660	3,660	3,509
Depreciation	3,650	1,175	2,475	2,774
Consultancy, promotion & events	635	42,742	42,107	111,005
Organisational costs (Training, Travel, Hospitality, other professional fees)	-	103,386	103,386	-
Grants paid	-	158,191	158,191	102,615
	19,622	854,393	834,771	730,666
Net incoming/(outgoing) Resources	63,299	(33,970)	29,329	(81,237)
Gross transfers between funds	14,937	(14,937)	-	(81,237)
Net movement in funds	78,236	(48,907)	29,329	(81,237)
Reconciliation of funds				
Total funds brought forward	431,317	198,015	629,332	710,569
Total funds carried forward	509,533	149,108	658,661	629,332

Our Staff & Trustees

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