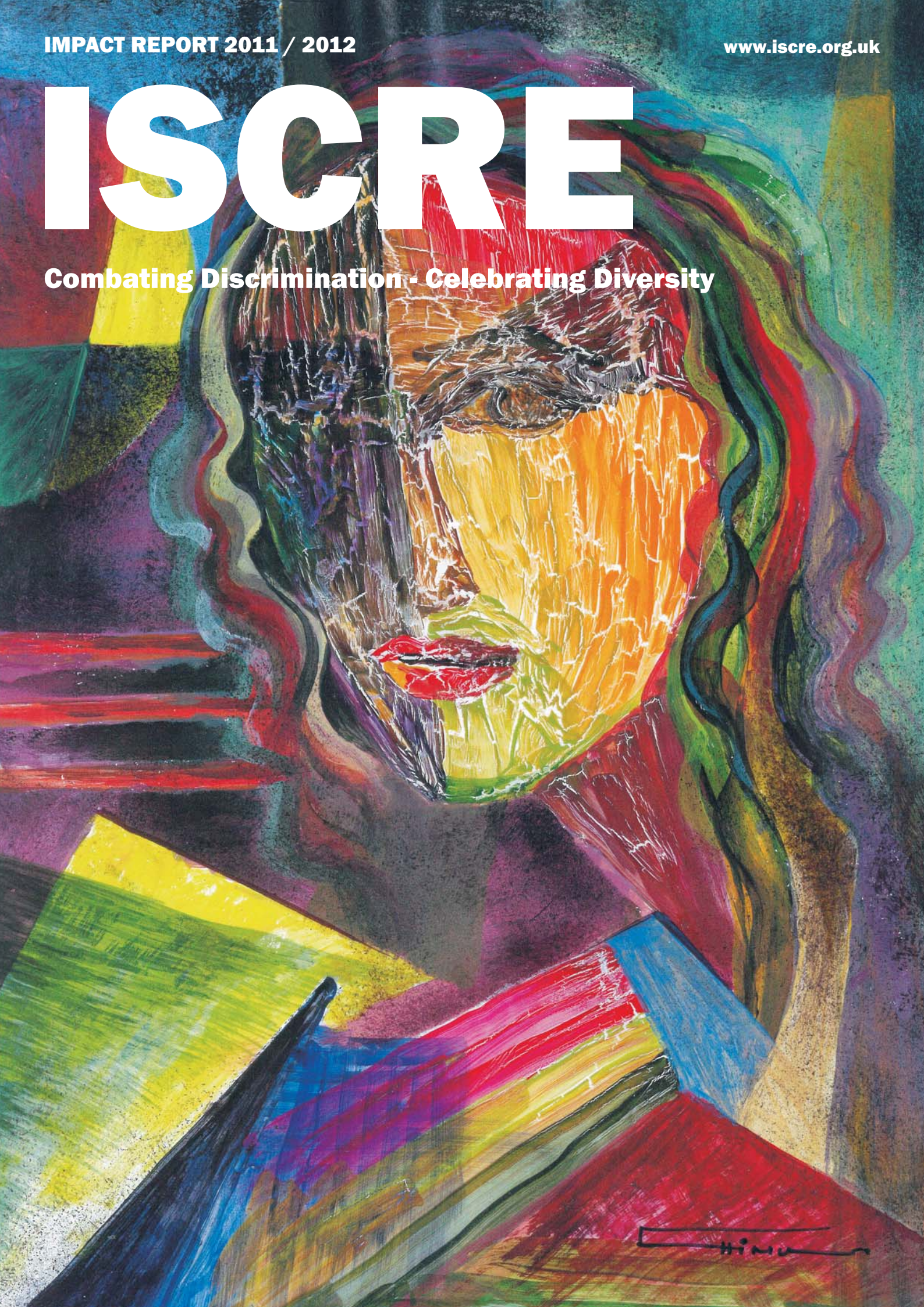


# ISCRE

**Combating Discrimination - Celebrating Diversity**



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# WHAT WE DO



## BOARD OF TRUSTEES

HAMIL CLARKE MBE **CHAIRPERSON**  
 CHRISTOPHER CUMBERBATCH  
**VICE CHAIRPERSON AND SECRETARY**  
 ANTHONY SCHUR **FORMER TREASURER**  
 JEREMY LEA **CURRENT TREASURER**  
 ALBERT GRANT OBE, DAISY WEEKES,  
 MANWAR ALI, DR DEBO ADEMOKUN,  
 DR REBEKAH DELSOL  
 MIRJAM SOUTHGATE **RETIRED**

## OBSERVERS

CLLR JUDY TERRY  
**SUFFOLK COUNTY COUNCIL REPRESENTATIVE**  
 CLLR GLEN CHISHOLM  
**IPSWICH BOROUGH COUNCIL REPRESENTATIVE**  
 CLLR RICHARD POPE  
**IPSWICH BOROUGH COUNCIL REPRESENTATIVE**

## BANKERS

CHARITIES AID FOUNDATION BANK

## AUDITORS

IZOD BASSETT

## THE TEAM

PHANUEL MUTUMBURI  
**BUSINESS AND OPERATIONS MANAGER**  
 AUDREY LUDWIG **DIRECTOR OF LEGAL SERVICES**  
 LETHA EVELYN **PARALEGAL**  
 KEIRAN MANNERS  
**COMMUNITY DIVERSITY PRACTITIONER**  
 MAYURI PATEL **ACCOUNTS ASSISTANT**  
 STEPHANIE PALMER **PROJECT OFFICER**  
 JANE EVEREST **ACCOUNTANT**

ISCRE works towards:

1. the elimination of unlawful discrimination on the grounds of people's race, sex, disability, age, marital and civil partnership status, pregnancy and maternity status, sexual orientation, gender reassignment, religion or belief.
2. promoting equality of opportunity and good relations between all persons and to advance and organise co-operation in the achievement of the above.

We help organisations in the statutory, private and voluntary sectors, to understand the extent and nature of discrimination. We work in fields such as the criminal justice system, housing, employment, education, health and social care. Our aim is to help them to implement policies and practices which will eliminate discrimination and promote equality of opportunity, and good relations, between all persons.

## People who also worked with us in 2011/2012.

Jane Basham, Ines Moura, Sue Raychaudri, Joanna Bennett, Maria Mughal, Leon Hall, Sallie Davies, Annie Chow, Aubrey Mason, Joanna Stevens, Jo Wilson, Taneesha Wedderburn, Tessa Triumph, Jamie Scoulding and Vanessa Rummun.



## CHAIRMAN'S REPORT

ISCRE has not just merely experienced a challenging year. It has survived the most tumultuous one in its long and proud history.

2011/12 will be remembered by all of us associated with the mission, campaigns and ethos of this great organisation as the great testing. Standing almost alone in the Eastern region as other Councils for Racial Equality folded, ISCRE was faced with a massive withdrawal of Government grants so serious that unless radical and painful decisions were taken then we too faced extinction.

I would like to put on record my thanks to all the staff led by our previous Chief Executive Jane Basham, the volunteers and the trustees who worked together in the face of such daunting news to take brave and difficult decisions that have led to the restructured and refocused ISCRE you see before you.

In particular, I would like to publicly state my profound admiration for Tony Schur, who retires this year as our treasurer. His sure and single-minded focus on ensuring that ISCRE had a financial viability for the next 12 months at least has been one of the key contributions in ensuring that we are still here today. We wish you well Tony in your next endeavours and will never forget your contribution in saving ISCRE.

ISCRE is certainly smaller than this time last year. We have successfully incubated and now released a number of our teams, including KUDOS and the Translating & Interpreting Project (TIP) with whom we maintain an excellent, albeit at-arms-length relationship.

Our impressive legal expertise – led by Audrey Ludwig – to improve access to justice for those facing discrimination continue, thanks in part to a decision by the trustees to make available £50,000 this year from reserves, but in an inevitably more restricted manner.

The inspirational work led by Kieran Manners in some of the prisons here in Suffolk remains a bright beacon

of hope in a systems that otherwise fails so many Black, Asian & Minority Ethnic citizens who enter the criminal justice system.

But we are also different. Our decision to recruit a Business & Operations Manager to oversee a more focussed approach to enabling our many communities here in Suffolk by building sustainable income both from grants and from the successful marketing of ISCRE's specialist services and insights, is a significant one.

We are delighted to have been able to have secured the services of Phaniel Mutumburi in this capacity. Phaniel has already made some significant changes and achieved some impressive early funding wins.



***Phaniel Mutumburi and Audrey Ludwig***

The relationship between Audrey and Phaniel's roles is a vital one and has introduced an exciting, forward-looking dynamic that bodes well for ISCRE.

Still our organisation – both directly and through the very many partnerships in which we work – draws in the considerable talents of pro bono professionals and other volunteers whose commitment to equal treatment and the removal of discrimination from the lives of all Suffolk's residents is an enduring wonder.

Thank you to you all and to the many supporters of ISCRE, whether borough or town councils, community groups or individuals who have backed our fundraising campaign – Fight Inequality, Fund ISCRE. Your backing means so much to this organisation.

So, ISCRE has survived its time of great testing. That does not mean the current year will not be a struggle. Nor the year after that. Nor the one that follows that.

But it says something about our organisation that we are still standing after suffering blows that would have felled one without the support of so many sections of our communities.

Again thank you. I commend this Impact Report to you.

**Councillor Hamil Clarke MBE**  
**Chair of the ISCRE Board of Trustees**

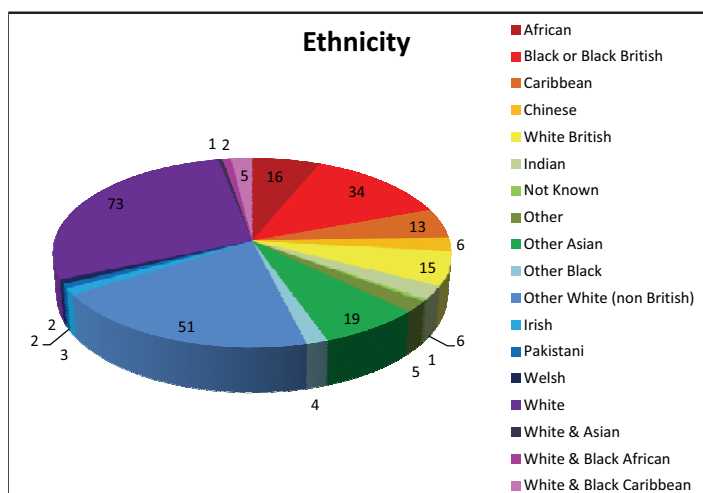


## Legal Case Work

### Suffolk Discrimination Law Service:

- Delivers a specialist **free discrimination law service** - providing advice and advocacy to anyone in Suffolk and Norfolk experiencing **any form of unlawful discrimination**
- Throughout the year at our main office in Ipswich, we were open 5 days a week from 9am - 5pm. We run an appointment based service with enquiries face to face, by phone and by correspondence. All our services were delivered in an **accessible** way.
- We provided monthly **outreach clinics** at the offices of North East Suffolk CAB in Lowestoft and Norfolk Community Law Service to make our service more accessible.
- We provide **3rd party reporting centres** for police complaints and for referral to Suffolk Hate Crime Service. We assisted 18 individuals and one group to make representations to Suffolk police (complaints or attempts at service recovery).

**2011/12** was our **best year ever** - we helped **258 people** using 2 part time lawyers and legal volunteers with advice, advocacy and legal representation at Employment Tribunals, complaints procedures and mediations. We achieved **compensation** for clients of **£148,880**. In all but one of the Employment Tribunal claims we also negotiated agreed **job references** to assist clients in gaining employment.



Ethnicity of Communities Supported by SDLS in 2011/12

***“My case has now been finalised/settled. A big thank you to ISCRE for the tremendous amount of support you gave which enabled me to achieve a successful outcome. This was a very difficult time for me and while the settlement does not come close to compensating me for what I had lost and had***

***to endure, it recognises that things were not dealt with appropriately. I know that without the support of ISCRE, I would not have had the strength to do so.” XX***

Some of our impact is **changes in policies** to broaden the benefit wider than to the individual clients. They include:

- negotiated a revamp of a large store in Suffolk to improve accessibility
- change in a school admission policy which meant that a child carer for a disabled sibling could gain a place at the same school
- changes to policies of holiday park to check entertainment material to avoid harassing comments

We also work with public sector partners to **improve public sector policy**. Examples include

- making detailed representations to Ipswich Borough Council about their draft Equality Strategy and concerns that small BME community groups are not being supported;
- to Suffolk Police about strategies to reduce disproportionality in stop and search together with specific changes to various policies;

Thanks to a grant from the **Lloyds TSB Foundation**, we also ran a special pilot project called **Anglian Actives**, using community expertise from **One Voice 4 Travellers, African Cultural Forum and Pastel**. We ran informal expert workshops targeting particularly disadvantaged people to improve the ability and willingness to effectively complain and campaign for changes. They were attended by 25 people with learning and physical disabilities including their carers; 9 Gypsy and Traveller women and 12 Black and Minority Ethnic parents. This has led to a greater willingness to complain and the setting up of Parent Learning & Support Network. Anglian Actives has equipped people to play an active part in public life and prepared them to live in a multicultural society. It equipped them skills to deal with differences knowledgeably, sensibly, tolerantly and morally.



**Members of the ‘Anglian Actives’**

## ABOUT ISCRE

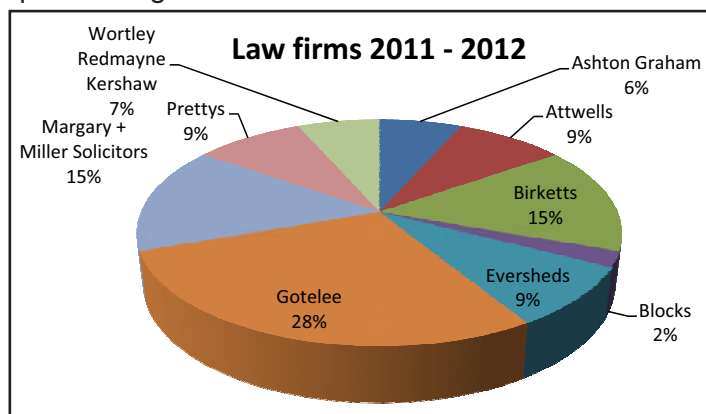
The project was instrumental in creating:

- Increased expectations and self-confidence to influence issues and make a difference in their communities
- Awareness of and encouraging exercising citizens' rights and responsibilities

## Law Advice Centre

Our **free Law Advice Centre** continues to support people who are unable to afford legal advice on employment, the criminal justice system, health, housing, education or other service provision issues.

We managed to run the Law Advice Centre (LAC) every first and third Thursday evenings of every month during the year, supported by nine local law firms on a pro bono basis. The service, backed by LawWorks, is especially significant in the current political climate of significant cuts to Legal aid, where it remains for many, the only opportunity to obtain qualified legal advice.



### Law firms providing pro bono advice to the Law Advice Centre

There was a significant increase in the number of clients seen by LAC lawyers from 87 in the previous year to 106 in the period under review. Most of the increase was in employment issues.

The majority of clients assisted are happy with the service, feedback comments include;

- ***"Clients felt that our service was accessible and easy to use".***
- ***"We were treated with respect and sensitivity".***
- ***"The advisor explained my options clearly".***
- ***"Very impressive and grateful for the advice".***
- ***"Was given a better understanding of case and possible option. It's a pity that you don't get 'legal aid' every week... this service would be exceptional".***

## Community Voice

ISCRE continues to coordinate Black, Asian and Minority Ethnic communities and faith groups through the **Suffolk Minority Ethnic Community Network (MECAN)** in making representations to service providers and facilitating development of mutually beneficial and sustainable solutions. The network provides communities with a platform to share pertinent information and highlight gaps in mainstream service provision. MECAN is geared to providing:

- Better services developed by more informed communities with increased ability to influence decision making
- Increased interest in public affairs, participation in public debates and meetings, voicing needs and concerns to authorities and engaging in associational life.

***"It is pleasing that ISCRE is facilitating genuine dialogue on the impending replacement of Police Authorities with Crime Commissioners. Normally we are only consulted to rubber stamp decisions that would have been made already by the authorities, yet these have a direct impact on our lives. Examples include closure of council-run youth clubs, introduction of NHS Foundation Trusts, etc"***  
**Rachel Mkoba, Ipswich**

## Education

ISCRE works in schools and colleges throughout Suffolk to deliver anti-discrimination work amongst students, teachers and parents and improve aspirations and attainment levels of young people. The impact of our work in education includes:

- Empowering young people to be able to challenge discrimination both at school and in the communities in which they live, providing them with relevant knowledge and information to enable them to do this.
- High attaining BME young people with positive role models within and outside of their communities to look up to.
- Young people from all backgrounds who are prepared to play an active role as citizens in an increasingly multi-cultural society and develop good relationships and respect the differences between people, regardless of their ethnicity, faith, culture or nationality.

In the year ISCRE helped facilitate the founding of a Black and Minority Ethnic (BAME) society at the University Campus Suffolk, to take a lead in enhancing the BME voice at the university campus. The UCS BAME Society went on to win a Society of the Year Award for 2011.

## Prison Work

Our work on equality and diversity in two of Suffolk's youth offender institutions; HMYOI Highpoint and HMYOI Warren Hill

- Improved engagement between prison officers and Black and Minority Ethnic inmates
- Reduced discrimination, which is known to increase incidence of reoffending

HMP Highpoint is a large Category C prison situated in Stradishall, Haverhill, Suffolk. It houses around 1200 offenders where over 50% of the population are from Black and Asian Minority Ethnic (BAME) groups.

ISCRE have now been successfully working in partnership with HMP Highpoint Prison since 2010. The partnership developed out of a joint approach analysis to ensure racial equality needs were being met and that a high standard of sustainable work was produced within the establishment. This resulted in the creation of the Community Diversity Practitioner role using both HMP Highpoint's Deputy Governor Stefan Wawryka, and ISCRE's expertise to place a community based race equality practitioner within HMP Highpoint's Diversity and Equality Action Team (DEAT).

ISCRE has been able to make substantial progress in the development of the work to meet the equality needs within HMP Highpoint, auditing Diversity Incident Reporting forms and helping develop the *policy and practice* guidelines for use within HMP Highpoint for prison staff.

***The 2011 HMP Highpoint Annual Report by the Home Secretary appointed Independent Monitoring Board, singled out the work being done by ISCRE as making "a valuable and much appreciated contribution to the Diversity agenda"***

Keiran Manners, ISCRE Community Diversity



**Leon Hall and Kieran Manner**

Practitioner at HMS Highpoint, has been able to develop and incorporate within HMP Highpoint's prison policy, a hate crime reporting strategy which allows offenders to report incidences of hate crime to the diversity department. This allows the establishment to effectively address cases of hate crime and identify groups most at risk of hate crime within the establishment.

ISCRE conducted an **Audit of BME Cases at Suffolk Youth Offending Service** to better understand how Suffolk Youth Offending Service addresses issues facing young BME offenders in order to explain racial disparity in the service. The audit was useful in:

- Providing a clearer picture of the different experiences of BME young people who come into contact with Suffolk YOS.
- Highlighting a clear need for accurate ethnic monitoring and understanding of some issues that people from mixed backgrounds – and indeed many minority ethnics groups - may face, including resilience against racism and promoting positive identities

***"ISCRE has made us aware of our rights and provided us with the confidence to bring to the authorities' attention, any incidents of discrimination within the prison". XX***



**BME Community/Home Office Consultation**



## ABOUT ISCRE

# Suffolk Stop and Search

Our nationally recognised community **Stop and Search Reference Group** seeks to reduce disproportional use of Police stop and search powers in Suffolk results by:

- Improving community relationships with police
- Better use of resources through improved target of effort (incorrect stereotyping and poor use of intelligence resulted in poor targeting of activity)

Stop and search has been an enormous problem that has caused decades of strife between the Black and Minority Ethnic (BME) communities and the police. The Stop and Search Reference Group is a community led action group designed to hold Suffolk Constabulary to account for their actions.

The group held bi-monthly meetings, **bringing together senior police staff and members of the community to discuss incidences of stop and search in Suffolk**. An extraordinary SSRG meeting was also held in August in response to the riots in London and fears that these could spread to Ipswich.



Joanna Bennett  
Then SSRG Chair

**The reference group has been instrumental in identifying training needs for police on patrol. It also provides the public with a platform and an opportunity to respond to police authority reports and voices community concerns.**

ISCRE was invited to a 'Roundtable on Current Debates, Research Agendas & Strategies to Address Racial Disparities in Police – initiated stops in the UK & USA', in New York, USA, where the then Chief Executive, Jane Basham delivered a presentation around strategies for change.

Furthermore two young members of the Stop and Search Reference Group, Stephanie Palmer and Jamie Scoulding were invited to 'Connecting Youth with Society' conference in Antwerpen, Belgium. They delivered a presentation to delegates from Europe's police forces, voluntary and community sectors about the impact the SSRG has had in Suffolk. The reference group has received positive mentions in the Huffington Post and the Observer as examples of communities and the police working together.

The SSRG continues to **foster community relations with Suffolk Constabulary** and has enabled community members to voice their concerns in a neutral environment and thus positively effecting police practices.

# Tackling Hate Crime



The ISCRE led **Suffolk Hate Crime Partnership** seeks to improve services and support to victims and witnesses of hate crime in Suffolk funded by the Ministry of Justice. The partnership consists of six core partners namely ISCRE, Jimas, One Voice for Travellers, Suffolk LGB&T Network, Victim Support, Optua and other affiliated voluntary and statutory organisations whose aim is to achieve:

- Better understanding of hate crime and its impact in Suffolk
- Reduction in hate crime by challenging attitudes which promote hatred.
- Increased reporting of hate crime through building of victims' confidence and provision of 3rd party reporting centres.

In the financial year 2011/2012, the project has enabled the partnership to;

- **increase the membership of voluntary sector partners from 6 to 12**
- **fund training for counsellors and interpreters to work effectively together**





- **contribute to the increase in public confidence to report, with the police data portraying an increase of around 17%**
- train 200 front line workers in understanding hate crime
- build partners capacity to support victims, which they estimate to have increased between 30% and 75%
- hold an event into the findings of the EHRC report concerning disability harassment and Suffolk's response to that report.
- From a base of zero reports of hate crime from the Gypsy and Traveller community we now have 5 reported incidents. One Voice 4 Travellers reports its capacity has been built by around 75% to allow it to work across Suffolk and engage with the community on this issue.
- **A pool of 29 Hate Crime Buddies** across Suffolk offering support within communities who experience race and religious hate crime



***Hate Crime Partnership meeting***

The Suffolk Hate Crime Partnership collaborated with St Edmundsbury District Council and the Suffolk Hate Crime Service to host the 'Hidden in Plain Sight – A Suffolk Response' event attended by more than 70 people, to raise awareness of the findings of the Equality and Human Rights Commission's (EHRC) 'Hidden in Plain Sight' inquiry into disability. The event also sought to examine how changes could be implemented in Suffolk to combat disability hate crime and provide adequate support to victims. It allowed various statutory, public and voluntary organisations to come together and discuss the core recommendations of 'Hidden in Plain Sight' report and devise Suffolk's plan to implement these, allowing delegates to reflect on the positive changes and implementations made since the report.

***“I did not feel I could do it on my own but with ISCRE's help, we got a hate crime offender convicted” XX***

## KUDOS



***Picture by Letha Evelyn, depicting Baker one of the Kudos young leaders.***

The **Kudos Brightest Futures** concept is premised on nurturing and developing the leadership potential of young African and Caribbean males, empowering them to become the next generation of successful leaders. It encourages children aged 8 to 11 to achieve leadership potential, broaden horizons, achieve or exceed projected attainment in school, build life skills and make a positive contribution

This is another innovative project that ISCRE incubated and handed to Leon Hall to run and hope it will continue to score successes and grow from strength to strength.



***Young leaders in the making***

# Translation and Interpreting Project (TIP)

ISCRE's TIP project provided professional **translation and interpreting services** to ensure that members of the Black and Minority Ethnic (BME) communities in Ipswich and Suffolk can effectively access services provided by the public, private and voluntary sectors, and that language does not act as a barrier to this access. The service benefitted Suffolk's communities through:

- Use of professionally trained interpreters and translators by service providers promoted and encouraged
- BME communities for whom English is not their main language of communication given confidence to request the provision of interpreting and translation by service providers.

TIP successfully delivered 'Working with Interpreters' training for Health workers for the prestigious Embedding Ambassadors in Community Health (EACH) programme an East of England Local Government Association project. It delivered these sessions across Essex & Suffolk. TIP also worked in partnership with the Suffolk Hate Crime Partnership on the Counsellor and Interpreter training.

Over the year we had **1,726 engagements in 30 different languages**, with the top twelve being:

	Language	# of times used
1	Polish	216
2	Bengali	187
3	Portuguese	185
4	Kurdish	156
5	Russian	155
6	Chinese	139
7	Sign language	122
8	Turkish	105
9	Lithuanian	94
10	Hungarian	70
11	Romanian	68
12	Punjabi/Urdu	49

The Trustees made a difficult decision of incubating TIP and allowing Annie Chow and Aubrey Mason to run it as an independent entity. We will continue to work closely with TIP as we believe the service they offer is essential to the residents and institutions of Suffolk

# Volunteering at ISCRE

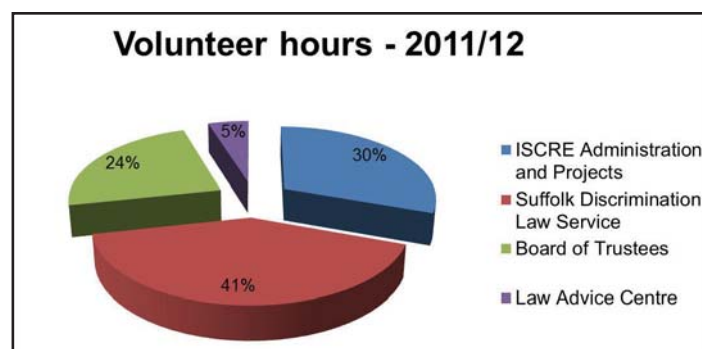
We continue to increase use of **volunteering** (over 2090 hours in 2011 - 12) assisting people seeking to gain skills and payed work. Our volunteering schemes are geared towards providing:

- An inclusive, mutually supportive and caring society of active citizens
- Training and improved confidence for those seeking work.



The office and the Suffolk Discrimination Law Service functions remain increasingly attractive to volunteers - adult volunteers, law students work experience students through schools, along with volunteers from Warren Hill. HMYOI. Our use of volunteers has increased significantly this year, and this allows us to deliver the range of services we do. The nature of the work of ISCRE continues to attract high calibre volunteers and we are particularly proud of the diversity of our volunteer base, especially in these difficult times.

***"Although I am now paid, I started my career as a volunteer, which facilitated a change into the world of discrimination and employment law and gave me the awareness I needed to change roles"***



## Our Team of Volunteers

Stephanie Palmer, Louise Gittens, Ryan Gerrald, Anuradha Subron (Vedita), Alex Boon, Grace Kelway Jennifer Sodimu-Jones, Danielle Bennett, Corisha Bailey, James Barrie, Shivali Naik, Rushel Moulton, Angela Siwira, Ryan Gerald, Fenya Fischler, Shirley Michael, Hayley Rowland, Tosin Akande, James Hill, Grattan Samuels, Charlotte Vince, Jordan Dixon, David Brown, Vidya Manta, Habiba Nasir, Meenal Goyal, Boris Obadiaru, Rebecca Funnel, Jonathan Parratt, Nathan Sawyer, Naomi Androlus, Rebecca Avery, Tsitsi Nyathi, Matthew Ludwig, Graeme Ludwig, Matthew Goh and Allan Chapepa.



# SUMMARISED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2012

The summarised financial statements may not contain sufficient information to allow for a full understanding of the financial affairs of Ipswich & Suffolk Council for Racial Equality. For further information the full Annual Report and Financial Statements, including the report of the independent auditor, should be consulted. Copies of these can be obtained from ISCRE, 46A St Matthews Street, Ipswich, Suffolk IP13EP.

statements with the full annual financial statements and the trustees' annual report.

We conducted our work in accordance with Bulletin 2008/3 issued by the Auditing Practices Board.

## ***Opinion***

In our opinion the summarised financial statements are consistent with the full annual financial statements and the trustees' annual report for the year ended 31 March 2012.

Izod Bassett  
*Chartered Accountants and registered auditors*  
105 High Street  
Needham Market  
Suffolk, IP6 8DQ

## TRUSTEES' STATEMENT

We confirm that the summarised financial statements on pages 10 & 11 represent financial information extracted from Ipswich & Suffolk Council for Racial Equality's annual report and accounts approved by the trustees on 18 July 2012. The accounts have been audited by Izod Bassett, registered auditors, and received an unqualified opinion.

The accounts will be submitted to the Charity Commission and Companies House within the statutory deadlines.

Signed on behalf of the trustees



H Clarke MBE

## **Independent Auditor's Statement to the Trustees of Ipswich & Suffolk Council for Racial Equality**

We have examined the summarised financial statements for the year ended 31 March 2012.

*Respective responsibilities of the trustees and the auditor*

The trustees are responsible for preparing the summarised financial statements in accordance with applicable United Kingdom law and the recommendations of the Charities' SORP.

Our responsibility is to report to you our opinion on the consistency of the summarised financial

## ABOUT ISCRE

### Statement of Financial Activities (including Income and Expenditure account) for the year ended 31 March 2012

	Note	Unrestricted Funds £	Restricted Funds £	2012 Total £	2011 Total £
<b>Incoming resources</b>					
<b>From generated funds:</b>					
Voluntary income					
Grants	2	38,670	-	38,670	52,200
Membership		833	-	833	1,213
Donations		199	199		
Investment income		454	-	454	577
<b>From charitable activities:</b>					
Grants and contracts	2	-	254,830	254,830	187,629
Translation and interpreting project fees		156,550	-	156,550	174,430
Other		4,762	-	4,762	2,600
				—	—
<b>Total incoming resources</b>		<b>201,468</b>	<b>254,830</b>	<b>456,298</b>	<b>418,649</b>
				—	—
<b>Resources expended</b>					
<b>Charitable activities</b>	3				
Promotion of racial equality and elimination of discrimination		118,764	232,533	351,297	318,005
Translation and interpreting costs		147,365	-	147,365	164,201
				—	—
<b>Governance costs</b>	5	266,129 17,120	232,533 -	498,662 17,120	482,206 14,350
				—	—
		283,249	232,533	515,782	496,556
				—	—
<b>Net (outgoing) / incoming resources for the year</b>		<b>(81,781)</b>	<b>22,297</b>	<b>(59,486)</b>	<b>(77,907)</b>
Transfers between funds		15,260	(15,260)	-	-
<b>Funds brought forward</b>		<b>208,088</b>	<b>104,162</b>	<b>312,250</b>	<b>390,157</b>
				—	—
<b>Funds carried forward</b>		<b>141,567</b>	<b>111,199</b>	<b>252,766</b>	<b>312,250</b>

The statement of financial activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities.



**Balance sheet at 31 March 2012**

	Note	2012	2011
		£	£
<b>Fixed Assets</b>			
Tangible assets	6	4,515	5,886
<b>Current assets</b>			
Funding and service debtors	7	69,628	112,935
Cash at bank and in hand		244,723	221,036
		314,351	333,971
<b>Creditors: amounts falling due within one year</b>	8	(66,100)	(27,607)
<b>Net current assets</b>		248,251	306,364
<b>Net assets</b>	9	252,766	312,250
<b>Unrestricted funds</b>			
General fund		90,685	157,206
Designated funds	10	50,882	50,882
		141,567	208,088
<b>Restricted funds</b>	11	111,199	104,162
		252,766	312,250

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

The financial statements were approved by the board of trustees on 18 July 2012 and signed on its behalf by



**H Clarke MBE**  
Trustee

## SUPPORTERS

We would like to thank all our supporters without whose continued assistance, we would not be able to carry out the work that we do.

Ipswich Borough Council  
Suffolk County Council  
Babergh District Council  
Equality & Human Rights Commission  
Ministry of Justice  
Lloyds TSB Foundation  
University Campus Suffolk  
NHS Suffolk  
Suffolk Constabulary  
HMP Highpoint  
HMP Warren Hill  
OneVoice 4 Travellers  
Suffolk LBG&T Network  
Optua  
Victim Support  
Jimas  
Nia Project; African Cultural Forum  
Suffolk and North Essex Law Society  
Mathias Edoh – CommunityFilm.co.uk  
Paul Smith – Phoenix Technology  
Paul Simon – Isaiah Consulting

### **The Law firms who support our Law Advice Centre:**

Attwells, Birketts, Eversheds, Gotelees, Prettys, Wortley Redmayne Kershaw, Margary and Miller, Ashton Graham, Blocks, Eastern Legal Support Trust



## Our Members

Toby Walton, Eudine McConney, Alan Blackshaw, Ian Robbins, Hazel Blackshaw, Mirjam Southwell, Ezekiel Kolawole Bajo, Mr Edwards, Peter Robert Marjoram, Lesley Edwards, Mr Thayer-Moore, Tony Schur, Mrs Thayer-Moore, Sandra Schur, Kenneth Douglas, Sushil.K Soni, Ashok Bhatt, Sam Bhathena, Martin Hynes, Elizabeth Gale, Joanna Oldham, Gordon Gale, Joy Bounds, Richard Foyster, Earl Millwood, Jatinder Sharma, Karen Millwood, Christine Laverock, Hilary Prior, Daisy Weekes, Reverend Nigel Stock, Roger Fern, Rebekah Delsol, Dali Jabbar, Liz Pettman, Adebo Ademokun, Deborah Mckinley, Mae Lewis, Bill WG Mountford, Lester Lewis, Nigel Moyes, Sally Chicken, Mary Blake, Christopher Cumberbatch and Hamilton Clarke.

### **How You Can Get Involved**

Become a member:

**Being a paid up member of ISCRE** is an important contribution to our work in striving to eliminate racial and all forms of discrimination and to promote equality of opportunity in the county. Membership **gives you the opportunity to vote as and when the need arises to help influence our direction.**

### **Become a volunteer**

Volunteering for ISCRE gives you the chance to use your skills to make a positive difference to a cause you care about. Contact us on email: [office@iscre.org.uk](mailto:office@iscre.org.uk).







# our values



## Inclusive

We believe that embracing and promoting the views of those who experience discrimination will create a fairer society



## empowering

We believe that marginalised people should decide on what changes are needed to improve their lives



## Balanced

We believe people need information in a way that they can understand, reflecting a wide range of views, to help them make informed choices



## diverse

We respect different views, value local and national knowledge and encourage a range of approaches with different people and communities



## Informing

We believe in making sure issues that affect those who are marginalized are not ignored or misrepresented, and put right

### Opening hours are:

Monday 10am – 1pm

Tuesday 2pm - 5pm

Thursday 10am – 1pm.



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