



# **Fairness, Respect, Equality Shropshire (FRESH) Limited**

**Annual Report and Accounts**

**July 2014 to June 2015**







## 1. Chair's introduction

This is the second Annual Report of Fairness, Respect, Equality Shropshire (FRESH) Ltd, celebrating a year of great activity and achievement. It is sometimes difficult to remember that FRESH is only two years old; so much has happened since we were set up to promote equality, diversity and the elimination of unfair treatment and discrimination in June 2013

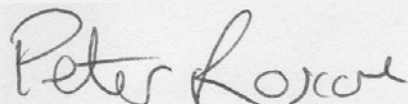
Since then our Board has grown from three to nine Directors. As an equality organisation it is important that our Board reflects the diverse communities we serve. It contains members from almost every diversity strand.

Our members also reflect a very diverse range of backgrounds and interests, including public, private, community and voluntary sector organisations, and individuals from many different origins and backgrounds. We now have more than thirty members, around half of whom are organisations and groups and half individuals. Our wider networks have also grown, and include strong links with diverse organisations, groups and individuals within and beyond Shropshire.

Among notable FRESH achievements in the past year have been:

-  Hosting the British Institute of Human Rights one-day "Roadshow" workshop in Shrewsbury in October which was a first for Shropshire; very well attended, enthusiastically received, and it has led to the production of a FRESH Human Rights Strategy and action plan for Shropshire
-  We have been working with the NHS to assess the likely equality impact of their 'Future Fit' plans, and to explore how people who use Shropshire CCG services feel about their equality performance. Shropshire's Hate Crime Reporting Group has commissioned us to carry out preliminary research into levels and reasons of under-reporting of hate incidents in the county, which will provide a basis for improved co-ordination of support for victims and future in-depth research.
-  Planning and delivering a range of workshops as part of William Brookes School Diversity Week
-  Raising with different organisations a number of cases of poor or inappropriate equality practice
-  Continuing to fund and facilitate the FRESH Small Equality Grants scheme
-  Continuing the lively and popular quarterly themed Equality Forum meetings.

We have exciting plans for FRESH's ongoing growth and work, including developing our financial base, continuing to grow our membership, developing our educational equality work with schools and colleges, developing a range of training resources, courses and workshops, and supporting the development of a Shropshire LGBT Network.



Peter Roscoe  
FRESH Chair  
30<sup>th</sup> October 2015



## 2. Contact details



Email us at [fresh.shropshire@gmail.com](mailto:fresh.shropshire@gmail.com)



Phone us on 01743 357 407 (answering machine)



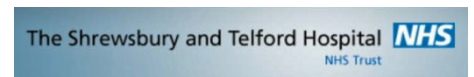
Use the contact form on our website: [www.freshshropshire.org.uk/contact-us](http://www.freshshropshire.org.uk/contact-us)

## 3. Who are our members?

Fairness, Respect, Equality Shropshire (FRESH) Limited was set up in June 2013 to take over, re-focus and develop the work of the Shropshire Council Equalities Forum, which had been established in 2005 and closed down in 2012 due to the unsustainability of Council funding.

At the end of June 2015, FRESH had 29 members, made up of community organisations, statutory agencies and individuals. All have made an explicit commitment to developing and improving equality and diversity practice.

Our organisational members are:



## 4. How are we managed?

The day-to-day management of FRESH is carried out by an unpaid board of directors, elected by and accountable to FRESH's members. At the end of June 2015, the Directors were:



**Steve Cunningham** is a Senior Community Enablement Officer for Shropshire Council. He has a large network of contacts in Shropshire and extensive experience in community work. He is also Shropshire UNISON's Equality Officer, and supports the Shrewsbury Interfaith Forum with their initiatives and events. Steve does a lot of work on hate crime, especially in schools.

**Sue Gorbing** has extensive experience of working with the community, voluntary and public sectors on community development and community engagement. She has worked on equality issues for many years, and has a particular interest in working in ways that are empowering. Sue is a founder member of SAND (Safe Ageing No Discrimination), focusing on the hopes, fears, needs and expectations of old and older LGBT people for their health and social care. She is involved in programming lesbian films for the Shropshire Rainbow Film Festival and part of the organising group for the Shrewsbury Hub of the National LGBT History Festival. She is also a Trustee of West Mercia Women's Aid.



**Marinke Fontein (Deputy Secretary and Treasurer from May 2015)** is a freelance Equality & Diversity worker, and former Information Officer and Equality & Diversity Officer for Citizens Advice Shropshire. She, now works as a volunteer for Powys CAB as a media & publicity volunteer. Her background in Urban Sociology means she's at ease with statistics and research. Being a non-native English speaker she acts as a check on too much jargon, making sure we use plain English as much as we can. Marinke's experience in organising events and her (in-)famous attention to detail support her in her FRESH roles.

**Andrew Gough (Vice Chair):** works for the Safer Communities team at Shropshire Council and as such is well grounded in partnership working, consultations on strategy documents and formal procedures. Among other duties he has responsibility for supporting the Shropshire Hate Crime Reporting Group, which provides a major input to Shropshire's Hate Crime Initiative.



**Geoff Hardy** has been involved in campaigning since 1971 (with the Gay Liberation Front), and in 2013 won the Midlands Zone Readers' Life Time Achievement Award for his dedication to lobbying for lesbian, gay, bi-sexual and transgender rights. He is one of the core volunteers of Safe Ageing No Discrimination (SAND) and a founder member of the Shropshire Rainbow Film Festival, an annual festival that aims to entertain, educate, challenge and change.



**Jonathan Hyams (Secretary and until May 2015 temporary Treasurer)** has been an equality, diversity and community development worker and activist for more than thirty five years. He has been part of local, regional and national initiatives and organisations, including Cardiff Law Centre, three Racial Equality Councils, the Federation for Community Development Learning and Disability Arts in Shropshire. He sees his key FRESH roles as providing organisational and administrative experience, freelance training and consultancy practice, and a wide experience of group work, equality and anti-discrimination practice.



**Ann Johnson** started Wave-length CIC Social Marketing to improve access to employment and services for those facing social challenges, and to 'disable disability'. Ann feels that through working with colleagues on the FRESH Board she can share her experience and work, and - most importantly - take away learning about how discrimination within other protected characteristics can impact on people's mental health, how culture impacts on disability, and how prejudice can lead to discrimination in wider services.






**Peter Roscoe (Chair)** is a retired solicitor who practiced Family Law, specialising in child protection work. He was aware that in many of the cases he dealt with, lack of equality - in particular wealth inequality - played a key role in the breakdown of family relationships and consequent neglect or abuse of children and young people. "I am very glad to be able to support FRESH and to help co-ordinate its work through my role as Chair of the organisation."



**Maureen Turner was co-opted onto the Board in January 2015.** She is Head of Personal, Social, Health & Citizens Education (PSHCE) at William Brookes School, Much Wenlock, where she has worked for ten years. She has always been actively involved in promoting equality, including membership of the teacher's union NASUWT Race Advisory Committee for four years and co-producing with Shropshire Archives a resource for secondary schools about the history of LGBT communities in Shropshire, funded by Museums, Libraries and Archives West Midlands (MLA)

## 5. FRESH's objects and values

### Fresh's objects include:

-  Promoting equality, diversity and the elimination of unfair treatment and discrimination
-  Promoting community cohesion in order to support social and environmental well-being
-  Networking to encourage discussion and action on equality, diversity and anti-discrimination
-  Monitoring equality and diversity practice in agencies with a statutory equality duty, and supporting them to meet equality and diversity obligations in policy and service delivery
-  Identifying and challenging oppressive and discriminatory views and behaviour



- 🌐 Campaigning publicly for good equality and diversity practice and improvements in poor practice
- 🌐 Improving the quality and effectiveness of equality and diversity practice through education, learning, consultancy and support

**FRESH's values are:**

- 🌐 Equality and anti-discrimination
- 🌐 Social Justice
- 🌐 Collective action
- 🌐 Community empowerment
- 🌐 Working and learning together
- 🌐 Being a voice for its members, and for equality issues which are important related to their communities, groups and organisations

## 6. What have we achieved in the last year?

### 6.1. FRESH Equality Forum

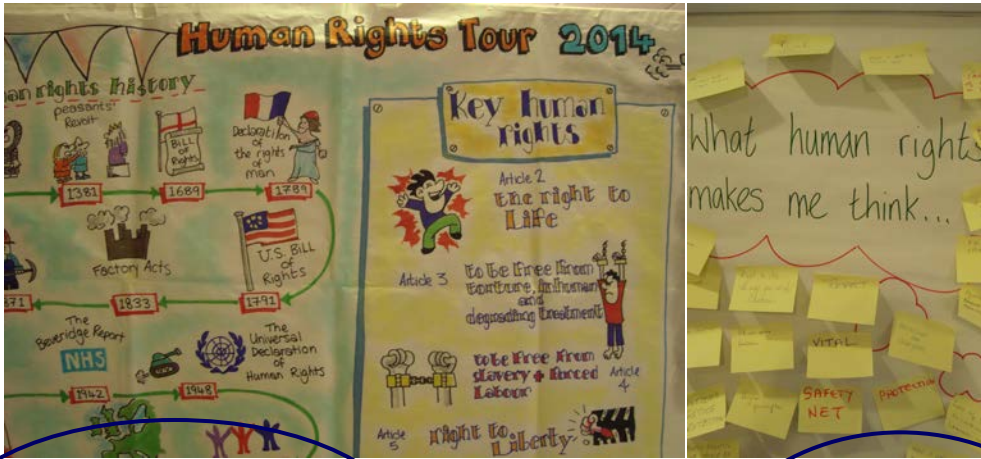
We have continued to resource, plan and run the FRESH Equality Forum meetings, which have received enthusiastic feedback from participants. Topics over the year have included:

- 🌐 The role of Safe Ageing No Discrimination (SAND)
- 🌐 Challenging skills
- 🌐 The relevance of Human Rights work in Shropshire, and the key threats to its future political legitimacy in the county
- 🌐 Viewing and discussion of the Stonewall 'No Bystanders' video
- 🌐 Implications for anti-racist work in Shropshire of the merger between FRESH and SAAR
- 🌐 Key points of the draft FRESH Human Rights Action Plan
- 🌐 Priorities for equality and anti-discrimination work in Shropshire in the five years after the general election
- 🌐 Shropshire's Hate Crime Campaign re-launch
- 🌐 Young people: their lives and issues in Shropshire

### 6.2. British Institute for Human Rights one-day workshop

FRESH successfully bid for British Institute of Human Rights (BIHR) Tour one day workshop to come to Shropshire on 22<sup>nd</sup> October 2014. We planned and coordinated the event at the Guildhall in Shrewsbury. It was packed out, and feedback was excellent.





***“Excellent ... everyone left having learnt something and wanting to pass their knowledge on”.***

***“Meeting such a variety of people interested in human rights and everyone wanting to educate others .. excellent, thank you”***

***“The facilitators ... knew their stuff and ... were very sympathetic.”***

***“...as a young person I feel like today really benefited me. It topped up my knowledge and shaped my views. Please come back next year...”***

***“... varied styles of engagement ,, enjoyable and engaging - really appreciate having two facilitators - realise this is an investment on your part ... well worth it Thank you!”***

After the workshop, FRESH developed and consulted on a draft Human Rights strategy for Shropshire, and later wrote to Shropshire, Telford & Wrekin prospective parliamentary candidates to ask for their position on Human Rights








- 6.3. FRESH supported the local Kick It Out campaign in November 2014
- 6.4. We have provided advice to several member organisations on different aspects of equality and diversity
- 6.5. FRESH took over planning for the 2015 Cultural Diversity Day from Shrewsbury Action Against Racism (SAAR)

Since the beginning of 2015 we have been generating income through consultancy and research contracts, which have contributed not only to FRESH’s finances but also to developing our reputation as a service provider.

- 6.6. We planned and delivered equality impact assessment workshops and an equality performance assessment for Shropshire CCG

***“I have never seen a more sensitive approach”***







- 6.7. We advised and supported the NHS Midlands and Lancashire Commissioning Support Unit to prepare for equality impact assessment of the Future Fit programme
- 6.8. We planned and delivered a range of workshops as part of William Brookes School Diversity Week in January 2015.
- 6.9. We planned and worked on scoping research for Shropshire Hate Crime Reporting Group, including a multi-agency workshop
- 6.10. We have also:
  -  Held a general meeting in September 2014 to feed back to and consult our members
  -  Piloted a Challenging Skills workshop
  -  Started our own Twitter account @freshropshire
  -  Acquired residual funding from two external projects, enabling continued future small grant funding for LGB projects
  -  Drafted a marketing and fundraising plan
  -  Merged SAAR with FRESH
  -  Drafted a new business plan for 2016-2018







## 7. What next?

We have a lot of work to do over the next few years, especially as austerity bites more deeply into public services and community support projects, and as the potential for community tension grows.

In the short term we are:

-  Talking to schools about setting up a Shropshire Equality and Diversity in Education Network
-  Working on our scoping research into the underreporting of hate incidents in Shropshire
-  Working in partnership with the Hive to organise a Human Rights Day for young people in December 2015
-  Supporting the Shrewsbury events of the National Lesbian, Gay, Bisexual and Transgender History Festival in February 2016

Over the next three years we plan to:

-  Expand and support an active and participative multi-sector FRESH membership
-  Continue to develop an effective Board and leadership team
-  Generate sufficient income to achieve our strategic aims and deliver a cohesive and comprehensive range of services and activities. We also want to employ as a minimum one part-time worker by the beginning of our 2018 financial year
-  Continue to develop networks and links within and beyond Shropshire
-  Further develop our fee-earning work and consultancy services across Shropshire, the West Midlands, the Marches and the Welsh Borders
-  Develop wider recognition of FRESH as the “destination of choice” for people and organisations with queries and support needs on equality, diversity and challenging prejudice and discrimination





## 8 Financial report and accounts

### 8.1. Treasurer's Report

The accounts show that our turnover has a doubled since 2013/14. In our 2013/14 Annual Report we proposed liaising with other organisations to discuss the possible merging of their work into FRESH and transferring their funds into FRESH's account. This work came to fruition in 2014/15 with the merger between Shrewsbury Action Against Racism (SAAR) and FRESH, and the transfer of funds from 'Shout!', and a proportion of the residual funds from the 2013 Shropshire, Telford & Wrekin LGB research project.

It has been very good year for our contracted consultancy work. This accounted for more than half of our income for 2014/15, and in most cases we were approached and asked to work on the contracts. FRESH associates who did most of the work donated 10% of their fees back to FRESH.

At the end of 2014/15 we are holding £4,158 in restricted reserves for the research into the under-reporting of hate incidents in Shropshire.

Our surplus for this year is half that of 2013/14, reflecting the change from almost total grant-dependency in our first year to a more mixed income base. FRESH is a Registered Society, with the object of carrying on business for the benefit of the community. We pay no interest, dividends or bonuses to our shareholding members, and any surplus we generate is either used to continue and develop the organisation or to make payments for social or community purposes.

The £1,500.00 designated at the start of FRESH for small Equality grants has been depleted to £250.00, but we anticipate it will be replenished in 2015/16. At the end of 2014/15 we are holding £1,422.00 in restricted reserves for LGB projects and small LGB grants, and the Board has designated £4,707.00 for anti-racism projects and small grants.

Given FRESH's success of 2014/15 and the healthy balance between debtors and creditors, we are confident we are in a good overall financial position at the start of our third year of operations and trading.

Marinke Fontein  
Treasurer

### 8.2. Company information

#### Directors

 S. Cunningham


 A. Gough


 S.A. Johnson


 M. Fontein

 G. Hardy

 P. Roscoe

 S. Gorbing

 J. Hyams

 M. Turner

#### Registered Office

4 The Creative Quarter  
Shrewsbury Business Park  
Shrewsbury SY2 6LG

#### Accountants

Quarry Accountancy Ltd  
10 The Stables, Sansaw Business Park  
Hadnall,  
Shrewsbury SY4 4AS



### 8.3. Directors report

The Directors present their report and accounts for the year ended 30 June 2015.

#### Principal activities

The principal activity of the company during the year under review was the provision of advice and guidance on equality and diversity issues.

The organisation operates as a Registered Society.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies regime as set out in Part 15 of the Companies Act 2006.

Signed on behalf of the Board

J. Hyams  
Secretary  
3<sup>rd</sup> December 2015

A. Gough  
Director  
3<sup>rd</sup> December 2015

P. Roscoe  
Director  
3<sup>rd</sup> December 2015

### 8.4. Profit and loss account for the year ended 30<sup>th</sup> June 2015

	Notes	2015 £	2014 £
Turnover		14,267	6,685
Cost of sales		<u>(750)</u>	<u>(1,225)</u>
<b>Gross profit</b>		13,517	5,460
Administrative expenses		<u>(12,292)</u>	<u>(2,888)</u>
<b>Operating profit</b>		<u>1,225</u>	<u>2,572</u>
<b>Profit on ordinary activities before taxation</b>		1,225	2,572
Taxation	b	<u>(245)</u>	<u>(389)</u>
<b>Profit for the financial year after taxation</b>		<u>980</u>	<u>2,183</u>

### 8.5. Recognised gains and losses

	Notes	2015 £	2014 £
<b>Profit for the financial year</b>		<u>980</u>	<u>2,183</u>
Total recognised gains and losses related to the year		<u>980</u>	<u>2,183</u>
Total recognised gains and losses since last accounts		<u>980</u>	



## 8.6 Balance sheet at 30<sup>th</sup> June 2015

Company No. IP032114

	Note	2015	2014
	s	£	£
<b>Current assets</b>			
Debtors	c	3,444	49
Cash at bank and in hand		<u>10,158</u>	<u>2,576</u>
		13,602	2,625
<b>Creditors: Amount falling due within one year</b>	d	<u>(10,410)</u>	<u>(442)</u>
<b>Net current assets</b>		3,192	2,183
<b>Total assets less current liabilities</b>		<u>3,192</u>	<u>2,183</u>
<b>Net assets</b>		<u>3,192</u>	<u>2,183</u>
<b>Capital and reserves</b>			
Called up share capital	e	29	
Profit and loss account	f	<u>3,163</u>	<u>2,183</u>
<b>Shareholders' funds</b>		<u>3,192</u>	<u>2,183</u>

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime of the Companies Act 2006 and the Financial Reporting Standard for Smaller Entities (effective January 2015).

For the year ended 30 June 2015 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

Approved by the board on 03 December 2015, and signed on its behalf by:

J. Hyams  
Secretary  
3<sup>rd</sup> December 2015

A. Gough  
Director  
3<sup>rd</sup> December 2015

P. Roscoe  
Director  
3<sup>rd</sup> December 2015



## 8.7. Notes to the accounts for the year ending 30<sup>th</sup> June 2015

### a) Accounting policies

#### Basis of preparation

The accounts have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective January 2015) ["the FRSSE"].

#### Turnover

Turnover represents the amounts (excluding value added tax) derived from the provision of goods and services to customers.

### b) Taxation

	2015	2014
	£	£
<b>UK corporation tax</b>	<u>245</u>	<u>389</u>
Charge for the period		<u>389</u>
Total corporation tax	<u>245</u>	<u>389</u>
<b>Tax on profit on ordinary activities</b>	<u>245</u>	

### c) Debtors

	2015	2014
	£	£
Trade debtors	3,444	49
Corporation tax recoverable	<u>-----</u>	<u>-----</u>
	<u>3,444</u>	<u>49</u>

### e) Creditors: amounts falling due within one year

	2015	2014
	£	£
Trade creditors	1,539	---
Corporation tax	634	389
Other creditors	---	53
Accruals and deferred income	<u>8,237</u>	<u>----</u>
	<u>10,410</u>	<u>442</u>

### f) Share capital

	Nominal value £	2015 Number	2015 £	2014 £
<b>Allotted, called up and fully paid: ordinary</b>	1.00	29	29	----
			29	----
	Nominal value £	2015 Number	2015 £	2014 £
<b>Shares issued during the period: ordinary</b>	1.00	29	29	----
			29	



g) **Reserves**

	<b>Profit &amp; loss account £</b>
At 1 July 2014	2,183
Profit for the period	980
At 30 June 2015	3,163

h) **Related party disclosures**

	<b>2015</b>	<b>2014</b>
	£	£
<b>Transactions with related parties</b>		
<b>Controlling party</b>		
Immediate controlling party	No single party controls the company.	

i) **Detailed profit and loss account for the year ended 30<sup>th</sup> June 2015**

	<b>2015</b>	<b>2014</b>
	£	£
<b>Turnover</b>	14,267	6,685
Other direct costs	---	---
Other direct costs	750	1,225
	<u>750</u>	<u>1,225</u>
<b>Cost of sales</b>	<u>750</u>	<u>1,225</u>
<b>Gross profit</b>	13,517	5,460
<b>Selling and marketing costs</b>		
Other selling and marketing costs		
Advertising and PR	---	1,361
Website costs	---	<u>258</u>
	---	<u>1,619</u>
<b>Premises costs</b>		
Rent	<u>259</u>	---
	<u>259</u>	---
<b>General administrative costs, including depreciation and amortisation</b>		
Stationery and printing	47	---
Sundry expenses	<u>583</u>	<u>10</u>
	<u>630</u>	<u>10</u>
<b>Legal and professional costs</b>		
Accountancy and bookkeeping	290	---
Consultancy fees	10,488	---
Other legal and professional costs	625	1,259
	<u>11,403</u>	<u>1,259</u>
<b>Administrative expenses</b>	<u>12,292</u>	<u>2,888</u>
<b>Operating profit</b>	<u>1,225</u>	<u>2,572</u>
<b>Profit on ordinary activities before taxation</b>	<u>1,225</u>	<u>2,572</u>

