



RUNNYMEDE

# Activities REPORT 2002/3

## The Future of Multi-ethnic Britain

Since the publication in 2000 of the Report of the Commission on the Future of Multi-Ethnic Britain, Runnymede has been carrying out a range of follow-up work to ensure that the work of the Commission is not forgotten and that its recommendations can be further developed and shared with as many stakeholders as possible. A respondent to the Commission made this challenge:

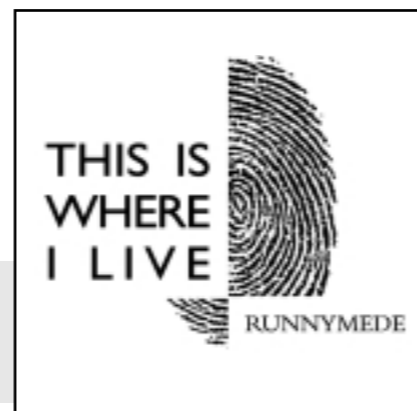
*We have already had many worthy reports and documents which have propped up shelves, bookcases or doors. We need to have clear aims and aspirations as a society, reflected through . . . political processes, resources, actions, and media, at individual and community levels.*

In response to this Runnymede has worked with government and others to examine how the recommendations can be met and to support further development where necessary. Just over 2 years after the publication of the Report we were pleased to be able to announce that the government had adopted or were actively considering over two-thirds of the recommendations directed at them. This would appear to be a major turnaround from the position expressed immediately after the report's publication.

### Community Cohesion

Runnymede has been instrumental in developing thinking around the vexed set of issues which have come to be known as 'community cohesion'. In 2002 we held three conferences – policy-oriented, academic and practitioner-based – to better understand community cohesion and its impact as a policy agenda. A series of publications and articles in the Runnymede Bulletin and elsewhere have developed a theme which was at the core of the Report – the need to 'find ways of nurturing diversity while fostering a common sense of belonging and a shared identity'. Government Home Office ministers John Denham and Beverley Hughes contributed to the series through making keynote speeches. The proceedings of the May academic conference 'Cohesion, Community and Citizenship' were published by Runnymede in October 2002, and the October conference day of presentations, seminars and workshops are covered in *Developing Community Cohesion* published in 2003.

Through constructive engagement with central and local government, we are contributing to the development of policy and keeping the Commission's work relevant and vital.



## This Is Where I Live

Runnymede's Commission on the Future of Multi-Ethnic Britain set out to 'propose ways of . . . making Britain a confident and vibrant multicultural society at ease with its rich diversity'. The Commission's final report includes the following quote from Ben Okri:

*Nations and peoples are largely the stories they feed themselves. If they tell themselves stories that are lies, they will suffer the future consequences of those lies. If they tell themselves stories that face their own truths, they will free their histories for future flowerings. (Birds of Heaven 1996)*

Launched in December 2002, the **This is Where I Live** project will begin to tell the stories of young people in Britain, will voice those who are often disregarded, and enable Runnymede to further contribute to a common understanding of what it means to live in a multi-ethnic Britain in 2003.

In 1996 the Runnymede Trust produced a document entitled *This Is Where I Live - stories and pressures in Brixton, 1996*. The aim of the document was to give voice to young African Caribbean men from Brixton, to include them in debate and to remind policy-makers of the lives of people that their activities impact upon.

*People as subjects, not objects – authors of their own lives, not powerless or choiceless – and full of energy, ambition and purpose, not sunk in apathy or negativity.*

It is in this spirit that the Runnymede Trust begins the project '**This Is Where I Live - the past, present and future of multi-ethnic Britain**'. The new project builds on the 1996 report:

extending its scope to consider the lives of young people from all parts of the British community of citizens and communities: England, Scotland, Wales and Northern Ireland; urban, rural and suburban; White, Black and Asian; UK born and immigrant; male and female; with and without disabilities.

A number of partners have already been engaged with the ideas of the project and its development, and are keen to add their expertise and experience.



Images produced by summer school participants on the Oxford Access Scheme, who were asked to capture the notion of Britain or Britishness in pictures taken with disposable cameras

Runnymede will be working in partnership with a range of existing organisations to build on the work already being carried out nationwide and to offer young people a means of sharing their ideas and beliefs with others.



### Project activities

Through the links developed between Runnymede, existing youth organisations, museums and galleries, artists, designers and performers, a range of projects will take place and, in so doing, establish links across the country.

Project activities are encouraged to develop in local contexts, based on existing skills and strengths in those areas. Runnymede's role will be to inspire and support the development of projects that are reflective of the interests and diversity of the young people involved. This fluidity is built into the project planning in order to keep it grounded in the expressions and ideas of the young people themselves.

Some groups will also be taking part in focus group research, which will enable Runnymede to compare the experiences, ideas and beliefs of young people across the country. The focus groups will encourage a deeper understanding to develop of young people's attitudes and beliefs about identity, heritage, nation and citizenship, and contribute to a nationwide policy debate.

### Project outcomes

In general, the project aims to support opportunities for the widest number of people to share in the ongoing debate about building a successful multi-ethnic society in Britain, whilst at the same time providing inspiration, support and resources for policy-makers and opinion leaders. We aim to produce, from this activity, a range of output that will include: a publication, performances, an exhibition, a web-based presence and a launch conference.

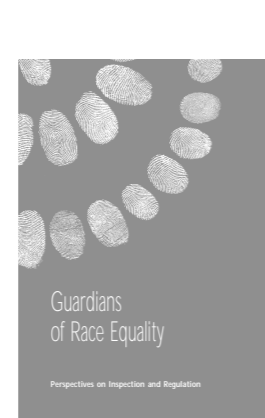
**This Is Where I Live** will illuminate a vision of a multi-ethnic society in a way that has implications for all areas of social and public policy. Innovative and interactive, the project outcomes will be published through all our communication channels and will, therefore, use all our networks to ensure they make an impact on policy-makers. The ultimate outcome, as for all Runnymede projects, will be greater understanding and better policy-making aimed at creating a more equal and tolerant society. □

### Guardians of Race Equality

In 2003 we will continue to look at the themes that the Report raised – by focusing first on the role of regulation and inspection in delivering race equality, and moving subsequently to consider training, leadership and representation. All of these areas have been identified as having a resonance with the work of a number of groups, organisations and communities. The work on inspection and regulation, entitled *Guardians of Race Equality*, culminated in a publication which draws together ideas from a range of perspectives – community, voluntary sector, professional practice, inspection, union and governmental. *Guardians of Race Equality* considers the effectiveness of inspection and regulation as routes to delivering improved race equality. Questions addressed in the process include:

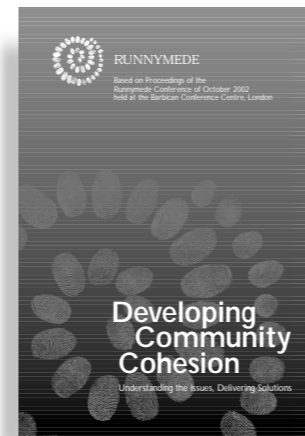
- Why exactly is inspection for race equality important?
- Can inspection regimes ever be used to win 'hearts and minds' rather than grudging compliance?
- How can inspectorates be best prepared to take on the role?
- How will their success be judged?
- Can moves towards increased professional self-regulation still encompass promotion of race equality and cultural diversity in an accountable fashion?

In looking at training, leadership and representation we will be similarly seeking to engage the widest range of voices and stakeholders. We aim to support development of understandings and action through continuing research, engagement and dialogue with policy-makers and opinion formers.



### Supporting initiatives

Alongside this work we will continue to support the work of others, contributing to conferences, publications and seminars, offering our reflections on progress towards a successful multi-ethnic Britain. Over the past year, members of the Runnymede team have spoken to audiences in the health, prison, policing, university, education, arts, regeneration, psychology and religious sectors, among others. This willingness to share ideas and continue the debate about our commitment to a multi-ethnic society is key to ensuring that the crucial ideas contained in the Commission's Report remain at the forefront of policy thinking. □



## Chair's Report

### The political context in 2002

The year 2002 was notably crowded with legislative and policy developments relating to race equality, cultural diversity and anti-discrimination. In this the Home Office dominated.

- The beginning of the year saw the government establish the Community Cohesion Unit and initiate further debate on identity and belonging in multi-ethnic Britain.
- The Nationality, Immigration and Asylum Act was passed and the issue of citizenship was brought to the fore once again through the Advisory Group on 'Life in the United Kingdom'.
- The Race Equality Unit was charged with the task of taking forward the World Conference against Racism recommendation to develop and implement a National Action Plan against Racism.
- And the General and Specific Duties to Promote Race Equality under the Race Relations (Amendment) Act 2000 required the first round of reporting (Race Equality Schemes) from public authorities in May.

The DTI also had a significant role to play in the transposition of the Employment and Race Directives into national law and evaluating proposals for a Single Equality Body. Related to this, Lord Lester also introduced a Private Members' Bill in favour of a Single Equality Act.

Developments at European level were equally important, in particular the negotiations on the Council Framework Decision on Combating Racism and Xenophobia, the Family Reunification Directive and the Convention for the Future of Europe. All of these developments (to name but a few) clearly had implications for race equality, and generated much debate and criticism across the public and voluntary sectors, and within Government itself.

Runnymede had a very busy year monitoring and responding to these developments, and it is precisely in such a charged context that the value of the work we undertake can be evaluated, and the need for it to continue can be appreciated and supported.

But the work could not be undertaken without the support of many important players. As Chair I would like to thank our Funders and Friends, and of course our Trustees for their dedication and commitment to our aims and our supporting work programmes. Finally, on behalf of all the Trustees, thanks and congratulations are due to the Runnymede Team without whose efforts the work would not get done. □

### Runnymede Trustees

Lady Brittan, CBE (Chair 1998–9)  
Lincoln Crawford OBE  
Dr Kate Gavron  
Farzana Hakim  
Clive Jones  
Maggie Lee  
Professor the Lord Parekh  
Hitesh Patel  
Trevor Phillips OBE (Chair 1993–8)  
Dr Samir Shah OBE (Chair 1999– )  
Sukhdev Sharma CBE\*  
Dr Richard Stone  
Seamus Taylor  
Baroness Whitaker\*

Welcomed to the Board in 2002 were Faz Hakim, Clive Jones and Seamus Taylor.

\* Retired from the Board of Trustees in 2002.

Samir Shah,  
Chair of the Runnymede Trust



## Director's Report

### The Work in 2002

Responding directly to policy consultation and developments, as noted above, is only one aspect of our core work. Our project work, currently structured under our key programme areas of Education, Employment, Europe and the Future of Multi-Ethnic Britain, is the other means by which we are able to engage in public debate and inform policy developments aimed at promoting a successful multi-ethnic Britain. During 2002 our existing projects progressed, some came to completion and others were launched. This Activity Report looks at each of our programme areas and details our key achievements.

### New for 2003

Two new projects, developed and launched in 2002, will run through 2003/4.

- This is Where I Live represents a new approach for Runnymede to influence policy by engaging groups of young people across the country in collecting testimonies on what it means to live in Britain today. Traditional focus groups will run as part of this project, which will be greatly enhanced by the use of the creative arts and new media to give voice and expression to young people on the theme of national identity.
- Preventing Racist Violence: Working with Potential Perpetrators will map local and community based projects that use primary prevention as a means of reaching out to and changing the attitudes and behaviours of potential perpetrators of racist violence.

Over the remainder of 2003 and beyond Runnymede will continue to work in partnership and press for high-priority action through our programme of existing work and new projects in development, which include:

- Experiences of Black and Minority Ethnic Teachers and Teaching Assistants
- The Black History Month Directory Project
- Cultural Diversity in Employment in the Private Sector
- European Social Policy and Anti-Discrimination Legislation
- Promoting Race Equality: Inspecting, Regulating, Training and Leadership

### The Runnymede team

Through working together and debating issues with vigour, we are able to develop our views and produce the standard of work expected of Runnymede. The team is greatly complemented by our Trustees, who not only set our strategic aims and objectives, but also play an active role in our day-to-day project work and contribute on a variety of levels.

Three new members of staff settled into place in 2002: Rob Berkeley and Nicola Rollock joined the team in December 2001 and took the lead on our programmes on the Future of Multi-Ethnic Britain and Education, respectively. Vic McLaren, seconded to us for 16 months as a Policy Adviser from the Home Office, worked closely with Rob and myself in developing our overarching work on community cohesion. In addition, we were rejoined on a part-time consulting basis by a former member of staff, Omar Khan, who began to develop our new Parliamentary Monitor series in the September Bulletin of 2002. □

Michelynn Laffèche,  
Director of the Runnymede Trust



## About Runnymede

Our mandate is to promote a successful multi-ethnic Britain – a Britain where citizens and communities feel valued, enjoy equal opportunities to develop their talents, lead fulfilling lives and accept collective responsibility, all in the spirit of civic friendship, shared identity and a common sense of belonging. We act as a bridge-builder between various minority ethnic communities and policy-makers. We believe that the way ahead lies in building effective partnerships and we are continually developing these with the voluntary sector, the government, local authorities and companies in the UK and Europe. We stimulate debate and suggest forward-looking strategies in areas of public policy such as education, the criminal justice system, employment and citizenship.

Founded in 1968, Runnymede has established and maintained a positive profile on the social and interpersonal benefits of living affirmatively within a society that is both multi-ethnic and culturally diverse; and continues to speak with a thoughtful and independent public voice on these issues today.

### The Current Runnymede Staff Team

Director: Michelynn Laffèche

Rajiv Anand Project Coordinator (Youth and Arts)  
Robert Berkeley Sr Research and Policy Analyst (MEB follow-up)  
Filiz Caran Projects Officer and Administrator  
Sarah Isal Research and Policy Analyst (Europe + Preventing Racist Violence project)  
Nicola Rollock Research and Policy Analyst (Education)  
Omar Khan Consulting Researcher (external) in 2003  
Qaisra Khan Development Officer 2002/3 (left the Trust in June 2003)  
Priyesh Shavdia Accounts Consultant (The Kingsmill Partnership)  
Ros Spry Publications Editor

Affiliated in 2002/3:  
Vic McLaren Policy Analyst (Home Office secondment)

Interns in 2002:  
Aarti Patel working on the Preventing Racist Violence project  
Balkiren Rai

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### Former Directors of Runnymede

Dipak Nandy (1968–73)  
David Stephen (1973–5)  
Tom Rees (1975–7)  
Usha Prashar (1977–84)  
Ann Dummett (1984–7)  
Kenneth Leech (1987–91)  
Robin Richardson (1991–6)  
Sukhvinder Stubbs (1996–2000)

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The Runnymede logo was designed by Four IV Design Consultants. Other design elements were originated by Four IV and developed by Runnymede and St Richards Press

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# Education

## New for Old: *Complementing Teachers*

In 2001 work on the project to replace *Equality Assurance* with an updated publication took off with the appointment of Nicola Rollock. The resulting new publication, *Complementing Teachers: A practical guide to promoting race equality in schools*, features in-depth coverage of developing school policies, subject areas and support information, and offers practical guidance on the promotion of race equality and cultural diversity both within the classroom and the wider school environment.

An essential guide for teachers and other educational professionals, it supports schools' teaching and learning strategies across all subject areas and will help prepare individuals and institutions to meet the new legal requirements brought about through the Race Relations (Amendment) Act 2000 and wider educational reform.

The main activity on this project during 2002 was the compilation and editing of the chapters. Subject area chapters, written by a team of teachers and LEA representatives, committed to the practice of race equality were drafted at a writing weekend held on 27 April at the Commonwealth Institute. Alongside this work Nicola and a number of individual writers have collaborated in the preparation of contextual and ancillary material. Extensive work was also carried out in partnership with designers and the marketing team from Granada Learning – the book's publishers - to establish a suitable layout of the book content and to formulate and deliver an effective marketing strategy.

The launch of *Complementing Teachers* took place on 1 May 2003 at the Institute of Education. Ongoing practitioner seminars, devised and delivered in collaboration with the NASUWT, are being used to promote the handbook to teachers and NQTs (newly qualified teachers).



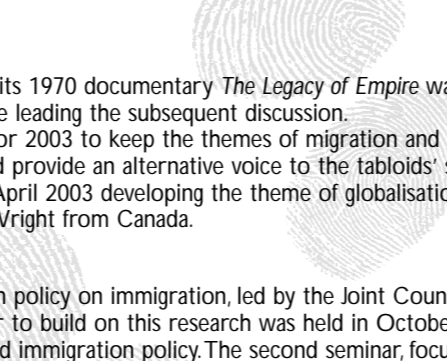
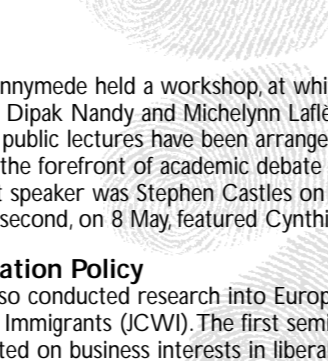
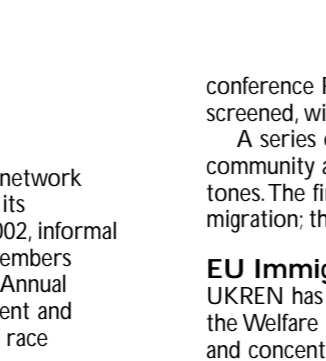
## Race Relations Amendment Act – Code of Practice

A practitioner seminar to examine the intent and implications of the new statutory duties for public bodies to promote race equality in education was organised jointly between Runnymede, the CRE and the GTCE for 14 February 2002. The findings of the *Report on the Future of Multi-Ethnic Britain* were related to the issues raised in relation to the new code of practice. This work is an extension of the existing formal function of Runnymede on the CRE committee to review the codes, and of previous work with the GTCE by Rob Berkeley.

## 'BME issues in teaching and learning'

On 20 January 2003, Runnymede co-hosted a seminar in east London with the GTCE to examine issues regarding black and minority ethnic teachers and pupils in schools. The event attracted over 120 headteachers and teachers from a diverse range of ethnic groups. A range of topics were debated, including employment practice and diversity within the curriculum. Participants were also able to address comments and questions to a panel that included the Chief Executive of the GTC, Carol Adams, and Rob Berkeley from Runnymede. Nicola will develop the issues raised during the event to form the background to a new project examining the experiences of Black and minority ethnic staff in schools.

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conference Runnymede held a workshop, at which its 1970 documentary *The Legacy of Empire* was screened, with Dipak Nandy and Michelynn Lafèche leading the subsequent discussion.

A series of public lectures have been arranged for 2003 to keep the themes of migration and community at the forefront of academic debate and provide an alternative voice to the tabloids' strident tones. The first speaker was Stephen Castles on 8 April 2003 developing the theme of globalisation and migration; the second, on 8 May, featured Cynthia Wright from Canada.

## EU Immigration Policy

UKREN has also conducted research into European policy on immigration, led by the Joint Council for the Welfare of Immigrants (JCWI). The first seminar to build on this research was held in October 2001, and concentrated on business interests in liberalised immigration policy. The second seminar, focusing on Trades Union perspectives on immigration policy, was held in December 2001 as part of the TUC conference on immigration. Also, in the autumn 2001, UKREN participated in a special conference on European immigration policy organised by the Belgian Presidency of the EU in Brussels. In February 2002 we participated in a European conference organised by ENAR in Brussels on the subject 'A Common European Immigration Policy – Dream or Reality?', and in the 'Crossing Borders' conference described above. Also in 2002 we worked as the UK partner of a project organised by the Migration Policy Group (MPG) called the 'migration policy dialogue'. This culminated in a seminar in Brussels, which took place in May 2003, and the publication of a book, *EU and US Approaches to the Management of Migration*, which UK chapters were contributed by JCWI. UKREN is continuing as the UK partner in MPG's migration policy work. □

## European Network Against Racism (ENAR)

The formal UK 'national co-ordinating body' for ENAR is UKREN. Michelynn Lafèche and Patrick Yu (NICEM) currently share UK board member representation on ENAR, attending the ENAR board meetings and representing the UK groups' interests in this body, getting involved in how its work programme is developed and advising on the content of its campaigns and position papers. □

Conferences 2002	Date	Organisation
A Common EU Immigration Policy – Dream or Reality? Can We Imagine a Multicultural Model of Citizenship for the EU Crossing Borders: The Legacy of the Commonwealth Immigrants Act	18/2/02 31/05&1/06 15&16/11	ENAR ENAR RT, JCWI, 1990 Trust, LMU UKREN
National WCAR Follow-up Conference	20/11	
Seminars Consultation on 'Towards Equality and Diversity' WCAR Consultation Meetings: Stockton, Bradford, Edinburgh, Glasgow, Cardiff, Manchester, Nottingham, Birmingham	4/03  Sept, Oct & Nov	JRCT, UKREN  UKREN,
Events 4th UKREN National Roundtable	22/05	UKREN, RT



Trevor Phillips, Mary Dines, Nezlín Sterling, Ann Dummett, Colin Prescod, Sonali Naik and Dipak Nandy confer during the opening and closing sessions of the 'Crossing Borders' Conference in November 2002

# The Runnymede Archive

The Centre for Racial Equality Studies at Middlesex University has taken on the task of restoring order and accessibility to the contents of the Runnymede Library, with generous support from Middlesex University, the Heritage Lotteries Fund and the Pilgrim Trust. This collection of books, periodicals, reports and press cuttings, built up from Runnymede's earliest days, had survived several office relocations by Runnymede since 1968, but the move to Spitalfields from Aldersgate St in 2002 afforded us no space to accommodate an archive in excess of 6000 items.

Professor Heidi Safia Mirza's department at Middlesex is 'committed to developing as a centre of excellence in the field of British race relations', and the Runnymede Collection 'complements other historical and uniquely specialist collections held by Middlesex University'. At the Jim Rose Lecture evening, hosted by the British Council, the Runnymede Collection at Middlesex University will be launching its website, demonstrating progress made so far in the preservation, promotion and use of the Collection, and presenting plans for its future as gateway to a range of other academic collections on themes relevant to researching racism in all its social and political manifestations.

## Jim Rose Lecture

In 1968 Jim Rose and Anthony Lester co-founded the Runnymede Trust – 'to counter racist propaganda and to develop programmes for an increasingly diverse society'. From then until his death in 1999, Jim Rose's contribution and devotion to those objectives was unwavering and unbroken. The Runnymede library benefited enormously from his personal generosity as he donated many of his own books to its shelves. In its new home at Middlesex University's Centre for Racial Equality Studies it will be a lasting tribute to his energy and commitment to the shared ideals of equality and diversity. This year's Jim Rose Lecture celebrates the life of Runnymede's founder, and provides an opportunity to sample what the Middlesex University collections will soon be able to offer.

## The Runnymede Bulletin

Since its first publication in 1969 the Runnymede Bulletin has evolved from being a monthly news and information sheet, through several redesigns that signalled a change of emphasis, to feature longer thematic and theoretical pieces and a broadening of outlook to include developments within Europe. Published quarterly since 1999, the Bulletin content now reflects the activities that Runnymede's policy staff engage with – active collaboration with other NGOs and academic institutions, in Britain and Europe, and with departments and agencies of government – in support of embedding anti-racist attitudes through advocacy, research and support for legislative change. We report on our own activities and those of our associates, publish research pieces and reviews of current literature, and in 2002/3 we have started up a Parliamentary Monitor column. Our refreshed website, in its 2003 relaunch, will carry back issues of relatively recent Bulletins in pdf form. The current calendar year is available by subscription to the paper version.



# Preventing Racist Violence

## A new project to map and evaluate local action against racist violence

This new Runnymede project will look at racist violence from the preventative angle. Omar Khan conducted the introductory background research for this project and prepared a literature review, *Perpetrators of Racist Violence and Harassment*, which Runnymede published in June 2002.

One of the issues to emerge from this research was the realisation that, to date, very little work had been carried out on the origins and/or prevention of racially motivated crime. Recommendations were drafted to examine the issue of racist violence, looking at potential offenders and the work carried out at local level to prevent racist offending.

The follow-up project, led by Sarah Isal, examines local action to prevent racist violence in 4 London boroughs (Brent, Merton, Southwark and Tower Hamlets). The first phase consists of a mapping exercise and analysis of existing projects in these areas that operate to prevent racist violence. In the second phase, Runnymede will produce 2 guides:

- a practitioners' guide to outline good practice examples of preventative work at local level, which will provide practical tools and guidance to use when working in the preventative field.
- a policy guide, directed at local authorities and central government, which will provide concrete policy recommendations (derived from the mapping and the practitioners' guide) that will encourage decision-makers to consider different approaches to reducing racist violence.

This initiative fits well within the emerging debate around 'civil renewal', launched recently by the Home Secretary, which proposes an innovative reform of the criminal justice system through greater involvement of the community and strong emphasis on action at the local level. This project therefore represents a timely opportunity to influence policy and offer a new perspective to government – in particular, to encourage their moves toward embedding concepts such as civil renewal, social capital and active citizenship within the revised framework of the criminal justice system. □

# Equality and Diversity in Employment

Following Runnymede's commissioning of the report *Moving On Up? Racial Equality and the Corporate Agenda: A Study of FTSE-100 Companies* published in February 2000, and its organisation of the conference at which this report was launched, the Trust has maintained its presence in this area, expanding and developing its research.

*Widening the Talent Pool*, a briefing paper written by Sandra Sanglin-Grant, was published in April 2002. The project, which examined racial equality in FTSE-100 companies, set out to discover whether the companies whose practices were initially examined in 2000 had made any modifications in the intervening period. Many of the original participants agreed to take part in this snapshot of their progress. This updated profile ushered in Stage 1 of the follow-up, which consists of new primary research to deepen the analysis of the development and implementation of diversity policies in large companies. The research continues in 2003, culminating in a final report and conference to explore the findings, which is scheduled for early 2004.

A second briefing paper – *Divided by the Same Language? Equal Opportunities and Diversity Translated* – published in March 2003, explores the divide that persists between stated intentions to be fairer and more inclusive and what organisations actually end up doing. The paper questions whether the very language of equal opportunities

and diversity can create an area of miscommunication in which organisations thereby set themselves up to fail, and suggests what can be done to improve communication. □



# Statement of Financial Activities for the year ended 31 December 2002

	Total Funds 2002 £	Total Funds 2001£
<b>INCOMING RESOURCES</b>		
Donations and Grants	76,161	166,071
Publications and Subscriptions	12,722	7,106
Bank Interest Receivable	418	909
Fees: Lecturing and Consultancy	652	4,831
Education Programme	35,611	22,851
European Programme	55,699	39,948
The Future of Multi-Ethnic Britain Programme	75,722	35,463
Employment Programme	30,509	14,435
Preventing Racist Violence Programme	13,076	-
This Is Where I Live Programme	30,000	-
<b>TOTAL INCOMING RESOURCES</b>	<b>330,570</b>	<b>291,614</b>
<b>RESOURCES EXPENDED</b>		
<b>Costs of generating funds</b>		
Fund-raising and Publicity	18,569	16,810
	<b>18,569</b>	<b>16,810</b>
<b>NET INCOMING RESOURCES AVAILABLE FOR CHARITABLE APPLICATIONS</b>	<b>312,001</b>	<b>274,804</b>
<b>CHARITABLE EXPENDITURE</b>		
Direct Charitable Expenditure	233,016	220,744
Management and Administration	89,111	40,566
<b>TOTAL CHARITABLE EXPENDITURE</b>	<b>322,127</b>	<b>261,310</b>
<b>TOTAL RESOURCES EXPENDED</b>	<b>340,696</b>	<b>278,121</b>
<b>NET INCOMING / (OUTGOING) RESOURCES BEFORE TRANSFERS</b>	<b>(10,126)</b>	<b>13,494</b>
<b>NET MOVEMENT IN FUNDS</b>	<b>(10,126)</b>	<b>13,494</b>
<b>Balances brought forward at 1st January 2002</b>	<b>39,699</b>	<b>26,205</b>
<b>BALANCES CARRIED FORWARD AT 31st DECEMBER 2002</b>	<b>29,574</b>	<b>39,699</b>
<b>CONTINUING AND DISCONTINUED OPERATIONS</b>		
There were no recognised gains or losses for the year.		

# Balance Sheet as at 31 December 2002

	2002 £	2001 £
<b>FIXED ASSETS</b>		
Tangible assets	14,979	13,205
<b>CURRENT ASSETS</b>		
Debtors	41,450	15,823
Cash at Bank and in Hand	271	24,087
	<b>41,721</b>	<b>39,910</b>
<b>CURRENT LIABILITIES</b>		
Creditors falling due within one year	27,126	13,416
<b>NET CURRENT ASSETS</b>	<b>14,595</b>	<b>26,494</b>
<b>NET ASSETS</b>	<b>29,574</b>	<b>39,699</b>
<b>CAPITAL AND RESERVES</b>		
Unrestricted Funds	-5,510	39,662
Designated Funds	35,084	37
	<b>29,574</b>	<b>39,699</b>

# Fundraising and Supporters

Our work is supported primarily by four categories of funder: independent grant-making trusts; international organisations; corporate sponsors; and individual donors. A proportion of our annual income is recurrent, as a result of long-term individual and corporate pledges, but the majority is earned through targeted project fundraising. The remainder consists of revenues we receive from the sale of project material, as well as from subscriptions to our regular publications.

As always, we owe a large part of our success to those socially minded individuals – the Trustees and Friends of Runnymede – who have been demonstrating their commitment to cultural diversity and social justice by making regular donations to our work. And as a team we also wish to express our thanks to organisations and individuals who have endorsed our work by allowing us to make use of their time, their premises or their resources, or supported us financially with project- or provision-based grants. □

## Supporters 2002/2003

The Allen Lane Foundation  
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