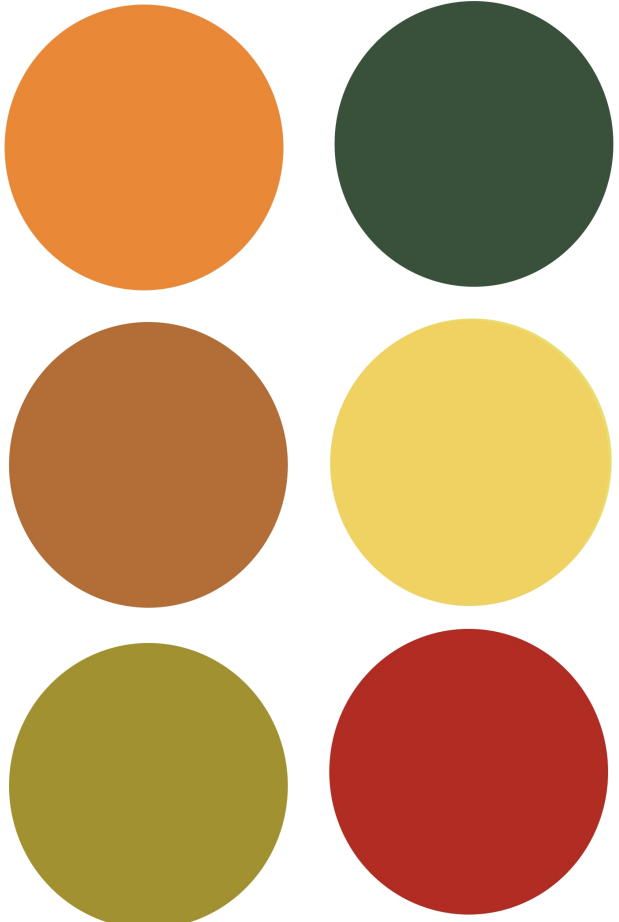


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Annual Report 2013 - 2014

rota
Race on the Agenda



Race on the Agenda

c/o Resource for London

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Registered Charity No. 1064975

Company limited by guarantee No. 3425664

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***A message from
our patrons***

A message from our Patron, Lord Adebowale CBE

"Race on the Agenda (ROTA) has yet again had another successful year of policy and voice during the difficult times in the sector and with reduced funding. I have been involved with ROTA as a Patron since 2008 and have seen the organisation go from strength to strength, year after year.

During the year, I have met regularly with ROTA's Chief Executive Andy Gregg discussing ways in which ROTA can contribute policy work to the BAME communities.

ROTA's activities are a true testament of the hard work of all the staff, members,

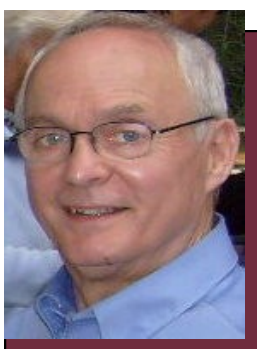
supporters and frontline organisations during this year.

"It has been a pleasure working with ROTA during this past year and I very much look forward to supporting the team again in 2014-15."



Lord Adebowale CBE is Chief Executive of Turning Point, UK's leading social care organisation.

A message from our Patron, Dr Richard Stone OBE



With another successful year for ROTA and I am honoured to have the opportunity of being involved with ROTA.

ROTA's policy work is evidence based in the sense that everything they do is informed by the views and real life experiences of BAME communities.

I have been involved with ROTA for four years now and I worked closely with the organisation on their 'Shaping the Future' seminars in London and learnt a great deal about 'Race and racism in 21st-century Britain'.

ROTA continues to support me in

pursuing the agenda of the Stephen Lawrence Inquiry when it's now 14 years." since it was over!"

I have now resigned from all 'my' committees and charities with the exception of ROTA whom I continue to support in their promotion of equality.

I will continue contributing and supporting ROTA to ensure 'Race' is firmly back on the agenda, at such challenging times and I look forward to working with ROTA in the coming year.

Dr Richard Stone OBE, author of The Hidden Stories of the Stephen Lawrence Inquiry: Personal reflections.

***About Race on
the Agenda
(ROTA)***

About ROTA

ROTA is a social policy research organisation that focuses on issues impacting on Black, Asian and minority ethnic (BAME) communities. Our policy priorities are health, education and criminal justice.

As a BAME-led organisation, all ROTA's work is based on the principle that those with direct experience of inequality should be central to solutions to address it. Our work is actively informed by the lived experiences of BAME communities and their organisations.

ROTA is a membership organisation, registered as a charity and a company limited by guarantee.

ROTA's vision

An inclusive, fair and equal society where people from all groups can develop their full potential, and where the voluntary and community sector is fully participating in serving them.

ROTA's mission

To be a leading social policy research organisation that focuses on race equality and issues affecting the UK's BAME communities.

To strengthen the voice of BAME communities through increased civic

engagement and participation in society, and provide representation on issues affecting BAME communities and the sector that was set up to serve them. ROTA will achieve this by working with BAME communities and the BAME sector, and by informing, influencing and increasing the awareness of decision makers, policy makers and stakeholders in the public, private, voluntary and community sectors.

ROTA's strategic objectives

ROTA has identified seven strategic objectives for future activities.

Our strategic objectives help to determine the focus and desired outcomes of all ROTA's project activities and outputs. ROTA will:

- Provide evidence-based policy development focusing on race equality for BAME groups in the UK
- Give voice to and representation for issues affecting BAME communities and the voluntary and community sector that serves them.

- Pilot and research new ideas in order to demonstrate new BAME and equality-led models, opportunities and emerging good practice for the benefit of BAME groups and the sector that serves them
- Build the capacity of BAME organisations to engage in policy and research and help develop the skills of their workers through training and skills development programmes
- Work with government and other bodies (locally, regionally and nationally) to ensure that BAME and equality issues and interests are represented and heard
- Facilitate networks, coalitions and partnerships that enable BAME and equality organisations to communicate with each other, work together and share best practice, with the ultimate goal of influencing policy and practice
- Broker relationships between policy makers and BAME communities and their sector, and help build capability and partnerships among different agencies and across sectors

ROTA's definition of 'race' encompasses all protected characteristics under equality legislation:

- colour
- nationality
- ethnic or national origin.

Consequently, we use the term BAME to refer to all groups who are discriminated against on the aforementioned grounds.

This definition includes but is not exclusive to people of African, Asian, Caribbean, European and Eastern European, Irish, Greek, Turkish, Jewish, Roma and South East Asian descent, as well as refugees and asylum seekers.

Review: Proposals for
Reform of the Erosion of
Access to Justice?

Gomacacharan

rota
Based on the Agenda

to encourage weak applications is
and the desire to reduce del-
in principle. However
proposals whose p-
have no more im-
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central govern-
the side

Chair's report

Chair's report

Thank you for taking the time to read our annual report for our work covered during April 2013 to March 2014. Firstly let me thank all ROTA staff and volunteers for their continued hard work, dedication and commitment they have shown and the on-going drive to achieving and promoting equality for all.

This has been achieved despite funding cuts which has affected not just us but the majority of the voluntary sector. With that said, ROTA still managed to achieve great work in engaging with BAME communities.

The Equality Law Project successfully completed its first year and held 18 Equality Act training sessions across various London Boroughs. A Pan-London event in March saw over 70 organisations shape the way mental health services are commissioned and delivered to BMER people. A website on Equality Law has now been developed (www.equalities.rota.org.uk) which acts as a resource beyond the lifetime of the project.

September saw the start of a new three year project 'Healthy, Mobilised and BAME' with key partners, which aims to increase the capability of BAME communities to improve their mental health and well-being.

With Education high on the agenda, we

produced two research reports "Do free schools help to build an equal society?" in November, which shows that free

schools are failing to comply with statutory requirements on equality. In December we produced our final report "Shaping the future: Getting the best for Black, Asian and Minority Ethnic Children and Young People - Seminar series report". The Shaping the Future seminar series was held between November 2011 and October 2013, which considered some of the main challenges facing London's Black, Asian and Minority Ethnic (BAME) children and young people, following a difficult economic period and wide-spread policy reforms and public spending cuts.

Our membership is increasing every day. This year our membership has increased by 22% with 193 new members joining during 2013/14.

I like would to take this opportunity to thank all ROTA members, stakeholders, volunteers, funders, staff and trustees for their continued support and helping us to get 'Race' firmly back on agenda.



Ali Ahmed - Chair

Chief executive's report

Chief Executive's report

Despite the difficult environment, 13/14 was a year of some success for ROTA.

We maintained and developed our services and secured further funding to underpin our survival in future years. All of this was achieved in a climate where race and racism is increasingly falling off the agenda. The Government is no longer interested in issues around racial justice. Local authorities and other funders are under huge financial pressure and race is no longer their priority. There has been a worrying growth in poisonous xenophobia following the rise of UKIP and sadly all of the major parties followed them into the gutter by voting for the Immigration Act so as to grub around for votes in advance of next year's general election. Islamophobia is also on the rise following the "Trojan Horse" affair in Birmingham schools.

To try to counter the growing extremism and the parallel attack on equalities by the government, we carried out a number of policy and advocacy activities during the year. We led a campaign to keep the Public Sector Equality Duties with a petition and a letter-writing campaign. This was eventually successful in that the Government who had been threatening to thoroughly "review" the PSED decided to leave it on the statute

book for the time being. We are convinced that this legislation which was



passed at the tail end of the previous Labour Government's term, can be a really useful tool for challenging public services around equality issues in general and race equality in particular. We received over 3600 signatures on our PSED petition and 63 organisations signed up to support the campaign.

We were founding signatories to the establishment of MAX (Movement Against Xenophobia) and we campaigned against the "hate vans" – mobile billboards carrying anti-migrant messages. MAX prioritised work to challenge the Immigration Bill that then became the Immigration Act. We are convinced this legislation will seriously damage race relations and will result in the ethnic profiling of BAME communities by health care professionals, landlords, banks and even the DVLC who will all be expected to carry out bureaucratic and time-consuming checks on the immigration status of their clients.

In July we attended an EHRC consultation meeting with NGOs on Stop and Search.

Continued >>

and submitted a detailed response to the consultation.

We were active members of Voice for Change England as well as the Equality and Diversity Forum. We invested considerable time in looking at ways in which we can start to cooperate better with other racial justice organisations. We were active members in the development of the Coalition for Race Equality (CORE) which brought together 16 organisations working in the fields of racial justice and equality. We also discussed a number of smaller partnerships with key agencies such as Runnymede, BTEG and Voice for Change England. We are convinced that these smaller and more strategic partnerships are most likely to bear fruit in the coming months and years and we are aware that a number of funders are keen to support such strategic partnerships (which might eventually culminate in full merger). The wider CORE project is more ambitious but there remain issues about how its membership would be constituted, how its governance would work and also who would host the project.

Between November 2011 and October 2013, ROTA delivered the Shaping the Future seminar series, which considered some of the main challenges facing London's Black, Asian and Minority Ethnic (BAME) children and young people, following a difficult

economic period and wide-spread policy reforms and public spending cuts. The 500 participants agreed some progress had been made in addressing racial inequality in our country since the tragic murder of Stephen Lawrence in 1993. However, there was overwhelming consensus that this progress was not enough; BAME children and young people still face unequal outcomes in many key areas of life. Of particular concern were inequalities faced in relation to education, training, employment, criminal justice, mental health and well-being and the lack of BAME voices in the development of policy and practice.

The final report 'Shaping the Future' was launched in the Spring of 2014. The report provides an overview of the seminars and summarises the broad ranging discussions that took place along with the solutions posed by participants to some of the key challenges identified. It includes a range of recommendations for various stakeholders including national government, EHRC, GLA, Ofsted and local authorities to name a few. ROTA has already begun work to progress a number of these. We hope this report supports others who took part in the seminar series to do the same and that it acts a source of evidence of need and ideas for projects they seek to develop.

We were awarded approximately £5k by the teachers' union NASUWT to develop research into the effects of Free schools on BAME children and families. In particular the research highlighted that only a small proportion of free schools were aware of or had carried out their responsibilities under the Equalities Act.

London for All - Equalities Act Training

We started a partnership project funded by London Councils which incorporates a variety of ways of disseminating training about the Public Sector Equality Duty. The partnership is called "London for All" and includes LVSC, the Womens' Resource Centre, HEAR and Lasa. This project held its Spring Conference in March 2014. This was very successful with over 80 participants and a lot of interest in the ROTA aspects of the project. The workshop we ran was well received and acted as a taster for our more detailed PSED training courses. This project also dovetails well with our City Bridge Trust funded project around Public Sector Equalities Duty (PSED) training and development. During the year we trained individuals and organisations on how to use the PSED to challenge public services which do not give "due regard" to equalities across the nine protected characteristics which includes race equality.

We were active members of the Joseph Rowntree Foundation's Advisory Group on Poverty and this experience has pointed to the gap around the effects of the recent benefits, legal aid and other changes to BAME communities at the grassroots level. We were also members of the IPPR Advisory Group on "Everyday Integration". We collaborated with Voice for Change England, Evelyn Oldfield Unit and LVSC around a series of seminars for BAME community organisations on different forms of collaboration and cooperation.

We are working with a number of partners based at Resource for London so as to find ways of adding synergies to each other's work, cross fertilise ideas and jointly promote events and productions. On this basis I sat on a judging panel for the Sheila McKechnie Foundation's Social and Economic Justice Campaigning Awards.

We made a submission to the Legal Aid consultation in concert with some of our Race Equality Coalition colleagues. We supported the Sheila McKechnie Foundation's campaign against the "Gagging" Bill, submitted a consultation document to the consultation on Judicial Review and met senior civil servants to let them know our views about Stop and Search issues following the recent report by HMIC.

Continued >>

We continued our work in West London with West London Mental Health Trust (WLMHT). This has involved continuing to meet with different parts of the services and finalising a mapping report, looking at mental health and the mental health support needs of the Tamil population in West London. ROTA and partners meets WLMHT regularly to consider the findings and next steps. Some of the findings from the mapping have been included in a report being carried out by Middlesex University on the needs of the Tamil population in Hounslow, APPG Inquiry into Mental Health and Premature Death and the Diverse Cymru (department of Welsh Government) have shown interest in the project.

During the year we worked closely with our patrons, Lord Victor Adebawale and Dr Richard Stone.

We supported Dr Richard Stone's road-shows to discuss and publicise his book on the Hidden Stories behind the Stephen Lawrence inquiry.

Our online presence has greatly increased. We publish regular blogs on a wide variety of subjects. Our blogs are available on our website at rota.org.uk/blog.

Staffing and resources

Barbara Nea came back from sabbatical leave and resumed her post as Senior

Policy Officer, driving a number of our key projects – in particular around education.

We had two Senior Policy Officers and despite our success in attracting some new funding, we still had to make one Senior Policy Officer redundant. Rahana Mohammed worked at ROTA for over 4 years and was made redundant at the end of the year. She will be greatly missed and we wish her well for the future.

We reviewed our policies and procedures and introduced a new Child Protection policy.

2013/14 saw the recruitment of 3 new board members, who were appointed at the last AGM. The AGM also saw a lively discussion about the findings of our Shaping the Future report.

Despite his health, we were pleased that Dr Richard Stone (Patron) was able to attend and to speak about developments since the Stephen Lawrence Inquiry.

An Away Day was held in September where we refreshed our Strategic Plan.

2013/14 also saw the introduction of a Communications sub-committee which very quickly added significant value by coordinating the launch of a number of our reports.

Andy Gregg
Chief Executive



ROTA's
services

ROTA's services

*“To work towards the elimination of racial discrimination and to promote equality of opportunity, human rights and good relations between persons of different groups”
(ROTA memorandum of association)”*

ROTA is one of Britain's leading experts on race equality, focusing on issues that affect Black, Asian and minority ethnic (BAME) communities. Originally set up in 1984, ROTA aims to increase the capacity of BAME organisations and strengthen the voice of BAME communities through increased civic engagement and participation in society.

In planning our activities for the year, we kept in mind the Charity Commission's guidance on public benefit at our trustee meetings. ROTA remains focused on its charitable mission. ROTA provides a unique combination of frontline and infrastructure services to all BAME organisations and BAME people paying particular attention to those who tend to be marginalised or excluded.

ROTA's services in 2013 – 2014 can be grouped under four categories:

- a) **Policy Development, Voice and Representation** of issues affecting Britain's BAME communities by developing responses to consultations and legislative changes, sitting on policy bodies
- b) **Information, Research and Awareness Raising** through in-house publications, launch of new website, external papers, media representation, holding events, attending and speaking at external events, campaigning and by providing specialised support, consultancy and advice;
- c) **Networking for London's third sector** by hosting events , training and representation on boards with partner organisations and frontline organisations;
- d) **Skills Development** through training, advice and support programmes to those working within the BAME and equalities sector or providing services to BAME and other equality groups and individuals.

***Work carried out
in 2013/14***

Work carried out in 2013/14

2013-14 was a year of consolidation for ROTA in a very different funding and legislative climate. With the commitment of our staff team, volunteers, members and funders, we exceeded our set targets as well as developing new projects and carrying out a full review of the ROTA Strategic Plan.

During the year, ROTA's work was supported by 6 volunteers who committed a total of over 210 hours.

Achievements and Performance

Policy development, voice and representation

2013-14, ROTA staff sat on 32 different policy and decision making bodies, covering a wide range of issues including but not limited to: BAME community development (HEAR), London's VCS (LVSC Board), criminal justice (e.g. Ending Gang and Youth Violence Advisory Group), cross-equalities (e.g. Equality and Diversity Forum), community empowerment (e.g. London Empowerment Partnership), health inequalities (e.g. the Mental Health Trust Recovery Group) and developing BAME strategic policy (e.g. CORE – the Coalition for Race Equality). We also encouraged and supported others working within the BAME and equality sector to gain and maintain seats on decision making bodies. ROTA was also represented on

Coalition for Race Equality (CORE) and the Steering Group for IPPR's Everyday Integration research project.

We responded to 4 consultation documents and met face to face with over 100 policy makers and stakeholders regionally and nationally. We put pressure on government and public services to promote equality of opportunity for BAME groups and respect human rights.

We concluded a successful series of seminars called Shaping the Future looking at the legacy of the Stephen Lawrence and its affects on young people and education. The project report 'Shaping the future: Getting the best for Black, Asian and Minority Ethnic Children and Young People - Seminar series report' was launched in January 2014.

Information, research and awareness raising

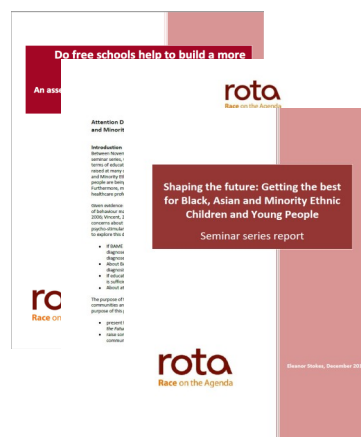
Our principal target groups continue to be BAME and equality third sector organisations, policy makers in government and public sector bodies, and funders. Since we believe in evidence-based policy, we engage in campaigns only when appropriate. We disseminated information and increased awareness of issues affecting BAME

communities and other equality groups through:

- ***In-house publications*** Produced 2 research publications, 2 briefing papers and 18 online blogs;
- ***ROTA events*** Annual General Meeting held in October where ROTA members appointed three new board members. In addition to this, we also held a Pan-London conference covering the Public Sector Equality Duty which was an opportunity for VCS organisations to engage with public authorities on the PSED and shape mental health services for BME&R people;
- ***Consultancy and advice*** As an expert on race equality and equality ROTA provided advice and support to public, private and third sector organisations and individuals. We also provided expert and specialised support and advice including the collection of data, carrying out research and helping others to understand and interpret quantitative and qualitative findings within a policy context;
- ***External events*** ROTA staff attended 85 external events and spoke at an additional 42 conferences, seminars and lectures;
- ***Media representation and campaigning*** ROTA's work is

evidence based and supported by our research and networking activities and programmes.

Examples of this include the PSED Campaign, our submission to the consultation on Stop and Search as well as the Immigration Bill.



Skills development

ROTA aims to increase the capacity of BAME and equality organisations to get engaged in policy, develop partnerships and learn from best practice. We also aim to increase the skills and knowledge of BAME individuals to fight discrimination and become champions in helping to promote equality of opportunity. In 2013-14, we delivered the following training:

- ***External events*** We held 16 Equality Act training sessions with the aim to increase the capacity of BAME/VCS organisations in applying and responding to current legislation. This training has included young people and how to hold public authorities to account.



***Future work
and funders***

Future work and funders

Subject to satisfactory funding arrangements, ROTA will continue delivering its charitable objects. We will build on our reputation and strong partnerships to bring added value to the projects we have already undertaken and introduce new work reflecting the needs and wishes of the BAME Third Sector and the communities it was set up to serve.

We intend to:

- Continue to develop ROTA as an independent research and social policy charity which focuses on the issues facing Black, Asian and ethnic minority (BAME) communities;
- Continue the Reaching Communities Project on Mental Health;
- Develop work with young people based on the outcomes of the seminars Shaping the Future: Race and racism in 21st Century;
- Develop training on Holding Public Authorities to Account using the Public Sector Equalities Duty;
- Develop an Equality Assessment Framework and related training;
- Develop a new project called “What About the Boys?” funded by the Evening Standard Dispossessed Fund looking at issues of consent

and sexual grooming as it affects gang-related boys;

- Continue training on race equality and equality;
- Continue producing publications;
- Hold events on key policy issues;
- Contribute to produce external publications, speak at over 30 external events and sit on at least 20 decision making bodies;
- Consult with the BAME sector on health, education and criminal justice and from the consultation develop policy responses and projects;
- Develop new projects.

Internally we will:

- Increase our membership;
- Continue publishing regular online blogs;
- Complete development of our fundraising/income generation strategy;
- Continue to update our Policies and Procedures (Handbook) and employment contracts;
- Improve our IT infrastructure
- Become more environmentally friendly;



Funders and Partners

We would not be able to provide the support and influence policy change without our funders, supporters, members and volunteers. We would like to thank you all for your time and on-going support throughout this year.

In 2013-14 our work benefitted from funding relationships with:

- London Councils (London for All)
- BLF Reaching Communities
- City Bridge Trust
- NASUWT
- Awards for All



***Board and
staff members***

Board and staff members

Current staff and volunteers

- Chief Executive: Andy Gregg
- Senior Policy Officer:
Rahana Mohammed
(until 30th Apr. 2014)
- Senior Policy Officer: Barbara Nea
- Finance Manager: Evis Bodlli
- Office Manager: Saifur Valli
- Project Manager: Anthony Salla
- Project Officer:
Poornima Karunacadacharan
- Amy Eglin (Volunteer)
- Benjamin Ikwueme (Volunteer)
- Chris Ingram (Volunteer)
- Eleanor Stokes (Volunteer)
- Judy Wills (Volunteer)
- Laura Greason (Volunteer)
- Maureen Greer (Volunteer)
- Rosa Hodgkin (Volunteer)
- Sandra Atherley (Volunteer)
- Sheena Campbell (Volunteer)

Staff and Volunteers who left during the year

- Arisela Gjini (Volunteer)
- Despina Tsiakalou (Volunteer)
- Dawn Richards (Volunteer)
- Jacob Whittingham (Volunteer)
- Yomna Nasr (Volunteer)

Current Board members

- Ali Ahmed (Chair)
- Gifford Sutherland
- Gurpreet Virdee
- Dr Karim Murji
- Lina Parmar
- Lorraine Dongo (Treasurer)
- Maurice McLeod
- Rosita Caspersz (Vice Chair)
- Dr Tele Amuludun
- Dr William Bradley Ackah

Board members who left during the year

- None

Summary of year end position

The purpose of these pages is to provide a summary of the charity's year end position and income and expenditure for the period stated. This summary is derived from the audited annual accounts, and is not a full representation. This report may not be sufficient to give a full understanding of the charity's finances.

A full copy of the annual accounts and auditor's report can be obtained from Race on the Agenda (ROTA), c/o Resource for London, 356 Holloway Road, London N7 6PA.

Summary of Year End Position - Balance sheet
as at 31 March 2014

	2014		2013	
	£	£	£	£
Fixed assets				
Tangible assets		1,291		471
Total fixed assets		<u>1,291</u>		<u>471</u>
Current assets				
Debtors	22,255		13,585	
Cash at bank and in hand	<u>172,095</u>		<u>231,322</u>	
Total current assets	194,350		244,907	
Creditors: amounts falling due within one year	<u>(71,270)</u>		<u>(34,903)</u>	
Net current assets/(liabilities)		123,080		210,004
Total assets less current liabilities		<u>124,371</u>		<u>210,475</u>
Net assets		<u><u>124,371</u></u>		<u><u>210,475</u></u>
The funds of the charity:				
Restricted funds		6,768		28,215
Unrestricted funds:				
General fund	<u>117,603</u>		<u>182,215</u>	
Total unrestricted funds		117,603		182,215
Total charity funds		<u><u>124,371</u></u>		<u><u>210,475</u></u>

Summary of income and expenditure

Summary of Income and Expenditure

for the year ended

31 March 2014

	Restricted Funds £	Unrestricted Funds £	Total Funds 2014 £	Total Funds 2013 £
Incoming resources				
Incoming resources from generated funds:				
Voluntary income	189,471	75	189,546	350,397
Investment income	-	340	340	425
 Incoming resources from charitable activities	 -	 9,017	 9,017	 9,092
Total incoming resources	<u>189,471</u>	<u>9,432</u>	<u>198,903</u>	<u>359,914</u>
Resources expended				
Costs of generating funds	-	10,915	10,915	12,750
Charitable activities	207,985	61,863	269,848	351,311
Governance costs	2,978	1,266	4,244	4,828
Total resources expended	<u>210,963</u>	<u>74,044</u>	<u>285,007</u>	<u>368,889</u>
Net incoming/outgoing resources before transfers	<u>(21,492)</u>	<u>(64,612)</u>	<u>(86,104)</u>	<u>(8,975)</u>
Net movement in funds	(21,492)	(64,612)	(86,104)	(8,975)
 Reconciliation of funds				
Total funds brought forward	<u>28,260</u>	<u>182,215</u>	<u>210,475</u>	<u>219,450</u>
Total funds carried forward	<u>6,768</u>	<u>117,603</u>	<u>124,371</u>	<u>210,475</u>

These financial statements, which have been prepared in accordance with the special provisions relating to the small companies regime within Part 15 of the Companies Act 2006 and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), were approved by the board on 24th Sept. 2014 and signed on its behalf by Ali Ahmed, ROTA Chair.



John Wilson
Huddersfield

John Stone

Ann Ruse-Taylor

Joe Stones
Pilton Girls School (Trafford)

David Traxwell
Commissioning Support for
London

Liz St Clair
Conservative Women's Party

Jonathan Tay
Southwest (Green)

John Smith
A.S.T.

Helena Soteriou

James Sturges
A.S.T.

Gifford Sutherland
Foundation 4 Life

Katy Sheppard
Gamel 4

Carolyn Sullivan
Home Office

Isobel Wallace Smartt

Katy Taylor

Jackie Stevenson
Staffordshire & West Midlands
Probation Trust

Mike Taylor
SOS Prevention and Prevention

Join us

If you're interested in being more involved in ROTA's work, why not think about becoming a member? You'll have a chance to take part in our work and help make a real difference to Black, Asian and minority ethnic (BAME) communities. Find out more by emailing **saifur@rota.org.uk** or visit our membership page at **www.rota.org.uk/rotamembership**



Race on the Agenda

c/o Resource for London

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London N7 6PA

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Company limited by guarantee No. 3425664

www.rota.org.uk