

Administrative Details

Trustees

Samuel Berkson
Lee Bridges
Eddie Bruce-Jones
Anthony Bunyan
Jonathan Burnett
Sue Conlan
Rebekah Delsol
Saqib Deshmukh
David Edgar
Gholam Khiabany
Joseph Maggs
John Narayan (Appointed July 2022)
Jasbinder Nijjar
Colin Prescod
Daniel Reilly (Resigned July 2022)
Cilius Victor (Resigned July 2022)
Frances Webber

Secretary Anya Edmond-Pettitt

Principal Office 2-6 Leeke Street,
London WC1X 9HS

Company Registration Number 00601929

Charity Registration Number 223989

Independent Examiner Field Sullivan Limited
70 Royal Hill
Greenwich
London
SE10 8RF

Trustees' Report

The trustees present their report and the financial statements for the year ended 31 March 2022. This is a directors' report required by s417 of the Companies Act 2006 and all trustees are directors. The financial statements comply with current statutory requirements and the requirements of the Memorandum and Articles of the Association.

The Institute of Race Relations was founded as an independent body and educational charity in 1958. It had its origin in the knowledge that race relations had become a fundamental

factor throughout much of human society and that these relations deserved separate and searching study.

Aims and objectives

The main objectives of the Company are:

- To promote the study of the relations between groups racially defined, and the circumstances in which they live and work;
- To make available information on race to different groups and to give advice on proposals for improving relations.

It carries out its educational roles through research, publishing, exchanging and disseminating information.

Most of IRR's information and publishing is now electronic and reports are in many cases available free to download. *IRR News* is a fortnightly online publication that includes a European-wide collation of happenings across a range of issues relating to migration, refugees and state and popular racism. A fully searchable database of *IRR News*' calendar coverage since 2014 is available in the Register of Racism and Resistance. In addition, IRR produces the international quarterly journal *Race & Class* also in print format, occasional reports and briefing papers and has a back file of print materials available for use in education and training. Educational materials are downloadable from the website, and the DVDs *Struggles for Black Community* and *Catching History on the Wing* are also available. IRR's library, known as the Sivanandan Collection, has moved to the University of Warwick; a Black History Collection of leaflets, pamphlets and journals from the 1950s to the 1980s has been retained and catalogued at the IRR and is available to consult on site. The organisation also holds occasional meetings, seminars, workshops and conferences.

Strategic Plan

The 3-year Strategic Plan for 2022-2024 clarifies the mission of the IRR as speaking up for the most disadvantaged and marginalised. Its ethos being 'to think in order to do'.

The Plan states that IRR, in seeking transformative change in the field of racial justice, migrant and refugee rights, provides data and analysis of structural, state and popular racism; dissects the ideas/frameworks that provide an intellectual hinterland to racism and fascism; advances clear, progressive, practical anti-racist frameworks (not distorted by fashion or dogma).

By:

- acting as a **hub** for those seeking improved relations;
- nurturing **new and existing groups** in the UK and Europe, particularly those defending the human rights of the most vulnerable and marginalised;
- questioning **frameworks and perspectives** that undermine the fights against structural, popular and state racism and fascism, and providing influential **alternatives**;

- remaining a place of **record**;
- acting as a **bridge** between generations, informing new causes and campaigns of the anti-racist tradition and the **connections** across communities between the past and the present.

Specific aims:

- continue to service a wide cross-section of NGOs, social movements, thinkers and opinion-formers, through research, publications and educational resources, while utilising social media to further disseminate information, provide context and make connections;
- seize opportunities to work with like-minded organisations against multiple threats to democracy in the UK and Europe, intervening in a timely and strategic fashion, using our media and the mainstream's;
- further improve our internal and external communications systems, embedding communications into all aspects of IRR's work;
- meet challenges related to staff resources and capacity through fundraising and further review of the role of the Council and the contributions of council members;
- maximise opportunities presented by the 50th anniversary of the transformed IRR to showcase IRR's work and promote resources.

Report from the Chair

2022 marks a half-century milestone for the IRR – a celebration of sorts. The Institute was formally founded in 1958 with a race relations educational brief, primarily addressing interpersonal relations. It is now 50 years since its critical reorientation, when in 1972 members and staff had come to realise that the defining driver of what had come to be called race relations was *racism* – a racism that was evident not only in the history of the nation but also in many of its key structures, including in its laws, administration and media.

With IRR50 (a combination of research, publishing, social media interventions, workshops, as well as a special conference) we celebrate the dedicated efforts of staff, trustee-Council members, and volunteers over the years. We also reflect on the IRR's capacity to transform itself to meet new needs and generate new analysis in ever changing times. The organisation has had to meet all kinds of hardships – lack of funding; difficulties in finding a roof over the head of its valuable resources and library; attempts to stymie its critical voice; attacks from the extreme and New Rights and damaging media calumnies. But under the astute and intrepid direction of first A. Sivanandan and latterly Liz Fekete, the IRR has been able to shine out as a beacon of justice to meet the new challenges that changing racisms have presented. They both managed to regularly recalibrate the work of the IRR and to attract and educate new generations of supporters and audiences to its programmes. We owe them a massive debt of gratitude.

But IRR50 is not a triumphalist celebration. Racism is challenged but far from banished. In Britain the past few years have been hard ones. The debates in the run up to Brexit, and the vote itself, served to consolidate racist narratives alongside phoney national belonging discourse. The Covid19 epidemic impacted most cruelly on the marginalised in our society –

worsening their living conditions and striking most particularly those who were crucial service workers keeping the nation and NHS moving. And latterly, inflation and a ‘cost of living’ crisis heap even more hardship on the poorest and most marginalised. Young people, particularly those on the neglected estates of our decaying cities suffer even more cuts in educational and youth provision – even as funding is found for alarming increases in surveillance and police powers. All while the mood music denies institutional racism and derides racial justice as a divisive ‘woke war’.

Yet at the same time what movements around ‘Black Lives Matter’, climate justice and imperial wars, have shown us is that there are strong counter feelings in the UK, and a continuing urgent desire for social justice. And it is to that desire that IRR will and must continue to speak.

Colin Prescod

Chair

Achievements and Performance

Research

Over the course of the past year the IRR has carried out research in several 9key areas.

- Completed a comprehensive review of the erosion of human rights across a range of new pieces of legislation, during the year 2021, which was published as [Impunity entrenched](#) on both *IRR News* (in five parts) and in *Race & Class* (Vol. 63/4, 2022)
- Carried out a pioneering piece of research into changes in policing across Europe, investigating the ways in which it was, following the example of the US, becoming less democratic and the infiltration and impact of extreme right views and organising into policing, which was published as ‘Racism, radicalisation and Europe’s “Thin Blue Line”’, *Race & Class* (Vol. 64/1, 2022)
- Investigated the increasing use of deprivation of citizenship against ethnic minority citizens historically and currently, was published as *Citizenship: from right to privilege in September 2022*.
- Researched the life and artistic contribution in the UK of Pearl Prescod (1920-1966), singer, activist, organiser and the first female black actor at the National Theatre.
- Examined the government’s strategy of ‘levelling up’ and changes in social geography.
- Created the database [Register of Racism and Resistance](#), as a resource for all researchers – classifying for ease of search all the entries on *IRR News*’ Calendar, from the UK and EU, from 2014 and updated each fortnight on topics such as – Asylum and Migration, Electoral politics, Policing and criminal justice, Anti-fascism and extremism, Counter terrorism, Health, Housing, Welfare, Employment, Media and culture, Racial violence and harassment.

Publishing

The IRR has published:

- Four issues of the international quarterly Journal *Race & Class* with key articles on the politics of loyalist culture in Northern Ireland, European policing, the work of Cedric Robinson and transnational power in the Russia/Ukraine conflict. The Impact factor of the journal has gone up to 2.9. Former pieces have also been translated and recirculated in other publications and universities this year.
- *IRR News*, the online news service, produced with the help of seven volunteers, has been produced every fortnight (bar a break in summer) and its coverage and newsletters setting out topical concerns have been widely tweeted (IRR has 14,700 followers). A number of campaigning groups, including Refugee Action, South Yorkshire Migration and Asylum Action Group and Nursing Narratives have contributed this year. Key themes addressed included The Rwanda ‘deal’, Roma from Ukraine, Policing and racism, The Nationality and Borders Bill, Far-right weaponising of violence against women and girls, the Child ‘Q’ case, the growth of ‘civilisational racism’ and the Race and Health Observatory Review.
- Additionally, IRR has created two stand-alone publications: [Pearl Priscilla Prescod 1920-1966: a Black life lived large](#) and [Citizenship: from right to privilege](#)

Networking and Outreach

Over the course of the year IRR has joined with several other groups to reinforce its and their message(s) and also to educate and inform other organisations, in the UK and as well as in Europe, sometimes in terms of public speaking, submitting formal evidence, exchanging views in workshops, advising and briefing etc. These have included:

Africa World Now, BBC Documentaries, All Party Parliamentary Group on Trafficked Britons in Syria, Birmingham Museum and Art Gallery, Black Learning Achievement and Mental Health UK, British Film Institute, British Library Oral History Collections, Border Ecologies Network, Bristol Radical History Group, CNN International, Centre on the Dynamics of Ethnicity, City University, European Anti-fascist Monitoring Network, Fear of Missing Out, Independent Investigation into antisemitism in the NUS, Inquest, Institute for Statelessness and Inclusion, JENGBA, Jewish Voice for Labour, Kings College, London, London Permanent Peoples’ Tribunal, The Monitoring Group, National Theatre, Never Again Association (Poland), No Alibis programme, Northern Police Monitoring Group, Precision Health and Everyday Democracy (Malmö), RAPAR/ Status Now, Reach Out (Berlin), Red Pepper, Refugee Action, Reprieve, Rights and Security International, Rosa Luxemburg Foundation, Social Scientists Against the Hostile Environment, Statewatch, Stopwatch, Stuart Hall Foundation, Surviving Society, University of Florence, The World Transformed, University of Oxford, Young Activists Network (Norwich)

Events

Over the course of the year the IRR hosted three events:

- Online webinar with Africa World Now ‘Cedric Robinson in the UK’ to launch Joshua Myers’ book *Cedric Robinson: the Time of the Black Radical Tradition*
- Online launch of the Register of Racism and Resistance, which included contributors to and users of *IRR News*

- In collaboration with Kings College, London, conference ‘New circuits of anti-racism’ with speakers from the UK and US

Communications and media impact

Mainstream

IRR interventions were covered in the mainstream media during the year, including:

- On the analysis about the danger of Clause 9 of the Nationality and Borders Bill, under which citizenship could be withdrawn without notification, coverage in the *Guardian*, including a leader, *New Statesman* and *Byline Times*, followed by community engagement and high usage online.
- After a tragedy in the English Channel, with 27 people losing their lives, the IRR/GISTI report *Deadly Crossings* was used by outlets including *Sky News*, the *Washington Post* and the *Morning Star*.
- ‘Social mobility, geographic inequality and a new culture war’ which looked at the government’s ‘levelling up’ agenda was referred to in the *Guardian* and *Left Foot Forward*.
- Research into anti-democratic tendencies in the police published as ‘Racism, radicalisation and Europe's 'Thin Blue Line' was widely covered, including in the *Observer*, The Belgian *HLN*, *Europe Today*, the *Independent*, *Star* (Turkey), *Sage Perspectives*.
- The report on deprivation of citizenship and its impact on ethnic minority communities was covered in the *Guardian*.

Social Media

Twitter is our largest platform with 14,600 followers on *IRR News* and over 7,500 followers on *Race & Class*. We now have over 1,750 followers on Instagram and over 5,000 Facebook followers. The newsletter for *IRR News* has over 4,180 subscribers and an average email open rate of 40%.

IRR 50

As 2022 represents fifty years since the IRR’s reorientation by members and staff, IRR took the opportunity to raise its profile, create a base of financial supporters, and interest a greater audience in its future work.

Its programme in 2022 included:

- Launching the Register of Racism and Resistance – the database
- Remastering and distributing a 1982 made-for-TV documentary on IRR
- Creating through the Rainbow Collective a short film on IRR’s importance today
- Publishing the first in a series of pamphlets from the Black History Collection
- Launching a website of the works of former director, A. Sivanandan
- Holding the conference ‘New circuits of anti-racism’ with Kings College, London

Public benefit

The Institute regularly reviews its activities in the light of its public benefit impact and the guidance to educational charities from the Charity Commission and seeks to extend its work

and services to groups whose circumstances and conditions are adversely affected by developments in race relations at any given time. The Institute cannot itself hold a corporate opinion. The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales. The main methods used to achieve these aims are:

- To investigate race issues and publish findings;
- To distribute information through a range of audio-visual materials, print and electronic publications and formats;
- To promote thought and discussion through workshops, meetings and conferences;
- To make available resources of published and written materials in a Black History Collection for use by readers and others;
- To, wherever possible, join with other groups in the field to create networks to strengthen our capacity so as to better meet our objectives.

Risk management

The trustees have carried out a review of the major risks which the charity faces on a regular basis and implemented procedures and controls where necessary to mitigate any risks identified. In particular trustees are mindful of obligations under the IRR's charitable status and have taken pains to ensure that all published materials, including on social media and images neither contravene copyright nor our charitable objects. An annual review of the controls over the financial systems and the operational and business risks which they may face is carried out.

Financial Review

The Company has over the year continued to receive its largest grants from the Paul Hamlyn Foundation and the Joseph Rowntree Charitable Trust and has secured a grant for the next five years from the Joseph Rowntree Charitable Trust. The IRR obtained support from a number of trusts and individuals to fund the activities associated with IRR50. We had to note during the course of the year that the income from our publishing, specifically *Race & Class* subscriptions, from which we receive a royalty from our Publisher Sage, has, because of new arrangements via Open Access, gone down considerably. This is of concern and steps have been taken to both increase donations to IRR and also to find new funding streams to cover staff salaries. Overall, these drives should be successful and the charity shows a healthy condition at the end of the accounting period. There are no concerns about the charity as a going concern.

Reserves policy

Reserves are regularly reviewed in terms of upcoming needs both in terms of the fabric of the building and the staffing needed to carry forward planned work. The trustees maintain their reserves to enable the maintenance of activities now and in the future.

Investment Policy

The trustees, having regard to the IRR's liquidity requirements, operate a prudent, low-risk policy. They keep funds in easily accessible interest-bearing deposit accounts.

Structure, Governance and Management

The Institute of Race Relations is a charitable trust No. 223989. It is also a company limited by guarantee and not having a share capital that was incorporated in 1958 under the Companies Act 1948. Its governing document is the Articles of Association. At the 2021 Annual General Meeting Clauses 13 and 52 of the Articles of Association were amended to allow Council meetings and General Meetings to be held remotely.

Management

The IRR's Council of Management, elected from its ordinary members, meets at least once a quarter. Trustees are elected to the council via a ballot of members and serve a term of three years after which they can stand for re-election. The IRR is reviewing the role of trustees and the contribution of members to ensure that the Council is being renewed over time. The day-to-day management of the Institute of Race Relations is carried out by Liz Fekete (Director) and Anya Edmond-Pettitt (Company Secretary).

Training of Trustees

New trustees undergo an orientation day with the chair or vice chair and the staff at the offices of the IRR. Apart from learning about key projects and departments and the day-to-day management structure, they also provided with copies of the Memorandum and Articles of Associates and briefed about their legal obligations under charity and company law. Relevant updates from the Charity Commission are recirculated to all trustees.

Staff

Liz Fekete, Director, head of European Research,
Anya Edmond-Pettitt, Office Manager and Research Assistant to the Director
Sophia Siddiqui, Deputy Editor Race & Class
Liam Shrivastava, Communications Officer
Hazel Waters, Co-editor Race & Class (part time)
Jenny Bourne, Co-editor Race & Class (part time)
Jessica Perera, Researcher (part-time, on maternity leave from September 2022)
Yewande Ovekan, Research Assistant (October-December 2021)
Kaiisha Kukendra, Communications Assistant (September-November 2022)

Volunteers

Volunteers are an integral part of the IRR, providing much needed assistance to staff (particularly on *IRR News*) but also providing the opportunity for IRR to help a number of people (usually young people and in line with our Equal Opportunities Policy) to learn new skills and be educated in a number of subject areas. Volunteers had to work remotely over most of the year.

Statement of Trustees' Responsibilities

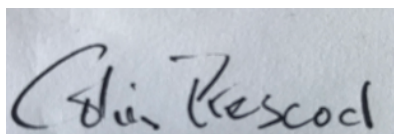
The trustees (who are also the directors of The Institute of Race Relations for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

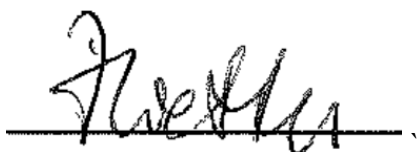
- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees of the charity on 24 October 2022 and signed on its behalf by:



Colin Prescod
Trustee



Frances Webber
Trustee