



Est. 1972

People in Harmony

Annual Report 2016



making mixed race matter

People in Harmony ♦ 20-22 Wenlock Road ♦ London ♦ N1 7GU ♦ Tel no 0845 468 0755*
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*calls cost 5p per minute plus your phone company's access charge

People in Harmony Annual Report 2016

About the Charity

People in Harmony (PIH), a charity and a company limited by guarantee, was established in 1972 to offer support, information and advice for, and about, mixed race people, couples and families. Also to raise awareness of, and try to address, experiences of prejudice and isolation. The organisation has developed and grown in many ways since those early days. Over the years attitudes to and experiences of mixed race living has changed, but the need for support is as important as ever. Statistical information from the 2011 Census showed that mixed race is one of the fastest growing ethnic minority groups and there is now a greater acceptance that mixed race issues cannot be swept under the carpet or subsumed into the 'black' or 'other' designations. It requires investigation and services that are more sensitively appropriate for mixed race people and families.

The charity's mission statement is '*making mixed race matter*' and its main aim is to raise awareness of mixed race issues and support for mixed race people and families by working to influence and improve ways in which public services such as education, health, social care and criminal justice are delivered to the mixed race population through discussion and debate, research, campaigns and the arts. PIH continues to contribute to debates and to respond to media requests for information and discussion. It also offers support to those experiencing problems, for example within the education system and social care. This has been an important aspect of charity's work over the decades, as has been the encouragement offered to people seeking to examine their social experiences. The newsletter, website, Facebook and Twitter accounts offer ample opportunities for such activity.

The trustees confirm PIH has complied with the duty in section 17(5) of the Charities Act 2011 to have due regard to public benefit guidance published by the Commission. The service that the charity provides to its members, the public, voluntary and statutory organisations and researchers, as well as the media, includes support and information on a range of mixed race issues. PIH is able to assist with finding people among its members who are willing to be interviewed by the media, to support and participate in research projects, to link up with other members and to facilitate, or speak, at conferences and seminars. PIH also sells a range of resources including conference reports, books and dvds.

These services are all part of the core work of the charity that meet its objectives to promote good race relations and the elimination of discrimination on the grounds of race and to encourage equality of opportunity for persons of different racial groups. Also to advance the education of the public in matters pertaining to the promotion and achievement of equality of opportunity for persons of different racial groups.



Committee activity

- The Trustees have continued to work with the aims and objectives when planning for the future of the organisation and have maintained a consistent approach in staying up to date with research and topics for and about mixed race for the work carried out. Two newsletters per year continue to be produced and published in full colour. They promote PIH well and have been positively received by members and supporters.
- The administration of the charity has been carried out by the trustees during the year. Trustee vacancies for the board have been advertised and updates on policies and procedures carried out. Mike Craig continued in his role as Treasurer with John Goss as Independent Examiner. Joint work with other organisations has been considered in the planning of future activities including conferences and other events. It is essential that PIH offers something to younger people of mixed race and young mixed families enabling it to grow and expand its influence.
- The charity website, maintained and updated by Val and Matt Hoskins, hosted by New Information Paradigms, continues to provide information about the work of the charity, upcoming events, new research, and reports and books which relate to mixed race issues. It also includes personal stories that provide illuminating insights into the lives of mixed race people and families. The trustees deferred the commencement of work to be done on updating the website with a new design until 2017. The PIH Facebook page and Twitter account continue to be well populated with relevant current issues and links to useful websites.
- A decision was made to support *research into aspects of 21st century mixed race living with a view to using it to influence policy making and practice. This will also assist in publicising the work of the charity.
- Feedback from our members and event attendees was sought:
 - (a) Feedback questionnaire and post-it responses have been collated and analysed to help us improve the services we offer. This included feedback on our new design Newsletter and consideration of a name change for People in Harmony.
 - (b) An on-line survey with members was carried out and the result was to keep the name People in Harmony (PIH).
- Trustees responded to mixed race articles published by the press and relevant articles were also disseminated with the responses on social media for discussion. We have a busy and exciting time ahead and look forward to the members' continuing support in the growth of the charity.

Annual General Meeting and Seminar 2016

The AGM/Seminar "Exploring Mixed Race in 2016" took place at London in October. The seminar theme was 'stories and experiences from mixed race people and families'. Speaker Yvonne Ayo talked about issues that arise when a mixed race child is living in a family with mono racial siblings. The second speaker Annie Oliver spoke about own her experiences of bringing up a mixed race boy as a single parent. Following the talks attendees participated in discussions on both topics with the speakers. A brief report of the seminar was published in the newsletter.



Kira McCoy

Kira McCoy, educator and youth worker, gave an engaging performance when she took on the voice of a poem being delivered in schools for Black History Month.

PIH volunteer, Susan Ibreck, wrote a comprehensive evaluation based on feedback forms completed by attendees, individual interviews and her own observations.

People in Harmony - *Research project outline

The trustees undertook to sponsor a year-long research project with the Dartington Social Research Unit (DSRU) to investigate the issues the UK may have to deal with the mixed race population being one of the fastest growing ethnic minority groups. The research will explore the current challenges facing young mixed race people today and those they are likely to face in the future, and will look to provide policy solutions for governments to address them.

Review of Annual Business and future plans

Our core functions are maintained through fees and small amounts from sales of our literature. The annual subscription is due to be paid on 1st April each year and the increasing number of members paying subscriptions by standing order assists with the administrative work of the charity. We thank members for their ongoing support.

Our registered office address is: 20-22 Wenlock Road, London N1 7GU with committee meetings held at Whitechapel in London. Trustees find the support from Tower Hamlets CVS and Volunteer Services helpful for the work of charity.

The trustees have committed to considering the following in relation to the future of PIH:

- A new website with a fresh design
- Continue to plan and organise future events using evaluation of previous events
- Adopt a Patron to help spearhead the work of PIH.
- Recruit volunteers to undertake some of the administration work
- Research funding opportunities and apply for funds to support the work of the charity
- Apply for funding to publish and launch the *Research project report

The attendance, interaction and contribution to our events, the evaluation and feedback we receive, all strongly indicate that the work of the organisation is valued and needed and still has an important role to play in Britain and the world today.

Staffing

The charity has no employed staff and the work of the organisation in providing services to both members and the public has been carried out by the trustees with some support from volunteers. Communication lines by telephone, email and skype are kept maintained and available not only for the charity's use but also to offer information and support for families under pressure from statutory services.

Volunteers

We thank those who carry out many hours of voluntary work and who have supported the aims and objectives of People in Harmony. We appreciate the work that is done by Matt Hoskins and we would like to record our thanks for the work contributed by Susan and Malaika Ibreck and Kira McCoy.

Management Committee 2016



Susann Savidge

Committee members, who are all members of the charity, are the Trustees of the charity and are Directors for the purpose of company law. Those who served during the year are:

Susann Savidge Chairperson; Dinah Morley Vice Chairperson; Barbara Roymacaulay Company Secretary; Val Hoskins; Sue Adeyemo; Sian Elliot

(Sian stepped down during the year).

People in Harmony

Statement of Financial Activities *and* Income and Expenditure Account as at 31 December 2016

	2016	2015
£	£	
Incoming Resources		
Subscriptions and donations	600	586
Sales	31	114
Interest receivable	506	2,892
	1137	3,592
Resources expended		
Direct charitable		
Unrestricted		
Administrative Support	0	7,450
Travel and subsistence	1,464	2,032
Events and AGM	1,519	1,319
Printing, postage and stationery	942	1,704
Room hire	440	785
Insurance	326	316
Telephone	44	70
Professional fees	73	73
	4,808	13,749
Transferred to Governance costs	-480	-1,375
	4,328	12,374
Governance		
Administration costs - transferred from unrestricted	480	1,375
	4,808	13,749
Net movement in resources and funds	-3,671	-10,157
Funds brought forward	16637	7,558
Transfer from Capital Fund		19,236
Funds carried forward	12,966	16,637

Balance Sheet as at 31 December 2016

	2016	2015
£	£	£
Fixed Interest Deposit		
Lloyds Bank	70,000	20,000
Current Assets		
Debtors	42	32
Cash at Bank	42,984	97,105
	43,026	97,137
Less:		
Creditors: amounts falling due within one year	-60	-500
Net Current Assets	42,966	96,637
Total Net Assets	112,966	116,637
Funds		
Capital	100,000	100,000
Unrestricted	12,966	16,637
Total Funds	112,966	116,637

Audit Exemption Statement

For the year ended 31st December 2016, the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members of the company have not required the company to obtain an audit of its Accounts for the year ended 31st December 2016 in accordance with section 476 of the Companies Act 2006.

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

Small Accounting Provisions

These Accounts for the year ended 31st December 2016 have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.