



Sunrise Diversity Annual Report 2020-2021

Chair's Report

The period since our last AGM has been notable for a huge amount of change globally and locally:

- UK left EU January 2020
- Covid 19 - hit UK in March 2020
- Black Lives Matter protests and major reaction to George Floyd's murder - May 2020

These changes impacted our communities and our reaction as an organisation. We've seen a rise in racial tensions with surveys we've conducted revealing quite polarised opinions. On the other hand, we've also witnessed huge local support for the Black Lives Matter movement with many young people engaged in this agenda.

Covid too brought its contrasts, while many of the people we work with were very badly served - all the directives and instructions were initially only in English, the isolation exacerbated problems with family tensions and issues around income. But the threat of Covid and lockdowns also brought people out to volunteer in the community in numbers not seen before and some of these volunteers have continued to support individuals and charities like Sunrise.

As an organisation lockdown saw an amazing response from our staff and trustee team. We immediately switched to virtual meetings, mastering Zoom and Teams with no major issues. Staff worked from home but were well coordinated and looked after by our CEO who really stepped up to the challenge. Trustees recognised when the staff team were going the extra mile and were generous with their time and small tokens of thanks. The people we work with were supported seamlessly. We lobbied for regulations and guidance to be offered in a variety of languages and in the meantime translated ourselves. We continued to offer advocacy services over the phone and online and even went as far as staging our first ever online diversity festival in the summer of 2020.

In the background North Devon Sunrise was wrestling with the process of converting from a CIC to a charity. We eventually engaged solicitors Tozers to support us. They provided an excellent service, and we can highly recommend their charitable organisation team. We finally gained registered charity status in November 2020. We have renamed and rebranded as Sunrise Diversity and we are in the process of rolling out our new brand identity.

Our team of Trustees has changed over this period, with Gail Mistlin joining us, providing considerable leadership and support to our planning and development, and stepping up as a temporary chair while I was focused on electoral business. Sadly she relocated in 2021 so stood down from the charity but we have welcomed David Mason, Sophie McCormack and more recently Rose Young who are proving to have some wonderful ideas and who bring much needed skills to the team.

As part of the process of becoming a charity we focused on a strategic development plan and with the support of David Mason and input from local organisation Clarity, we have now drawn up a strong, focused plan which we review regularly and are working to achieve.

Rose is bringing a fresh view to our events and Sophie is leading on supporting our brand, website, and marketing as well as policy checks.

Our staff team has evolved too and has been very ably led by Sarah Vingoe. One significant development Sarah made was to establish the role of part-time Fundraiser which has proved to be a very good decision.

Becoming a charity opens up a wider range of organisations for us to partner with and be funded by. Despite this being an uncertain time for us, with the end of our Diversity Project Lottery funding in 2020 we were able to secure a further 2-3 years of financial stability with additional National Lottery Community Fund support and a major grant from the Tudor Trust. These funders have enabled us to launch a new programme 'Local goes Global' which will see us incorporating all we have learned over the last six years to tackle our core aims which are to challenge prejudice, change attitudes and celebrate diversity and inclusion.

Chair of Sunrise Diversity Board, David Chalmers

Treasurer's Report

Sunrise Diversity (Sunrise) provides a range of services and activities for individuals with diverse identities living in Northern Devon. Sunrise also works with the wider community to challenge discrimination, change attitudes and celebrate diversity.

The activities are funded principally by grants from various national sources, supplemented with local fundraising activity.

The funds received are accounted for as:

Restricted funds – funds granted for specific activities

Unrestricted funds – funds held for any purpose at the discretion of the trustees

Designated funds – unrestricted funds that have been designated by the trustees for specific purposes

Operational costs are allocated to each fund on bases set out in the accounts

At the end of the financial year, unrestricted funds amounted to £64506 and restricted funds were £59425. There were no designated funds.

Unrestricted funds are sufficient to cover at least 3 months recurring costs, redundancy costs and closure costs, without further income. Grants have been received subsequent to year end and the trustees are not aware of any circumstances at the date of this report which give any concern as to the ability of Sunrise to continue its activities for the foreseeable future.

Treasurer, David Mason

Chief Executive Officer Report 2020-2021

OVERVIEW

The pandemic made the financial period 2020-2021 exceptionally challenging with lockdowns, frequently changing Covid guidelines, lack of translated information for communities and the complete change in work processes. Staff worked throughout the period and juggled work with home schooling and other family commitments and responded and quickly adapted services to meet community needs.

" would not know what to do without you "

During the period we grew and developed as an organisation gaining charity status, expanding and renewing our board, developing our staff team and reenergising our fundraising strategy. This period also coincided with the end of a 3 year funding cycle and we were faced with an insecure financial future. We were fortunate to secure funding during this difficult time for 2-3 further years.

It is testament to the commitment and dedication of staff, volunteers, board members and supporters that we continued to grow and develop as an organisation during this challenging time.

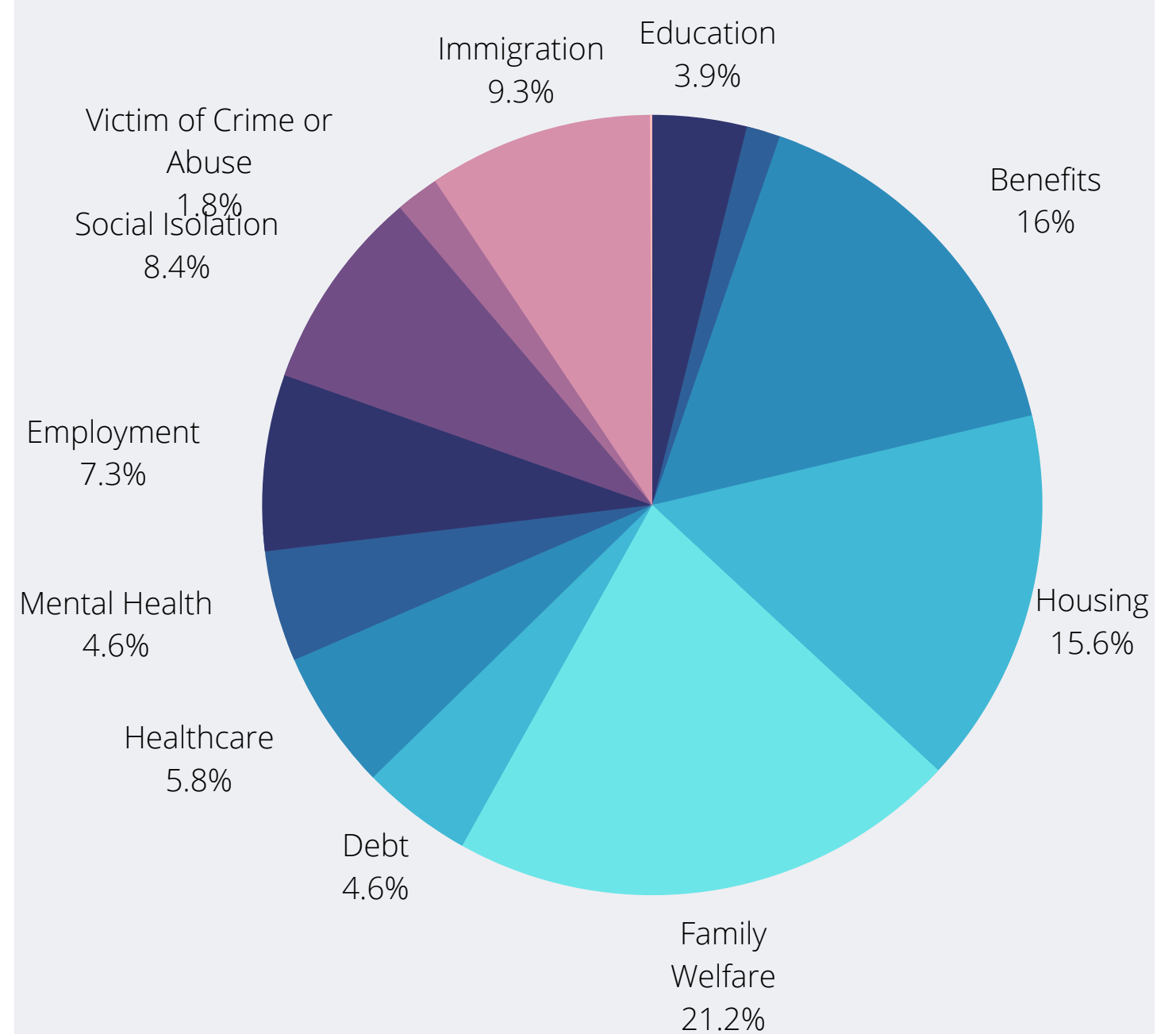
"If I don't go to Sunrise I don't have a relation with other people"

63	Advocacy beneficiaries
46	English Language students
40+	Social Opportunities
1000+	Individuals engaged with wider community activities

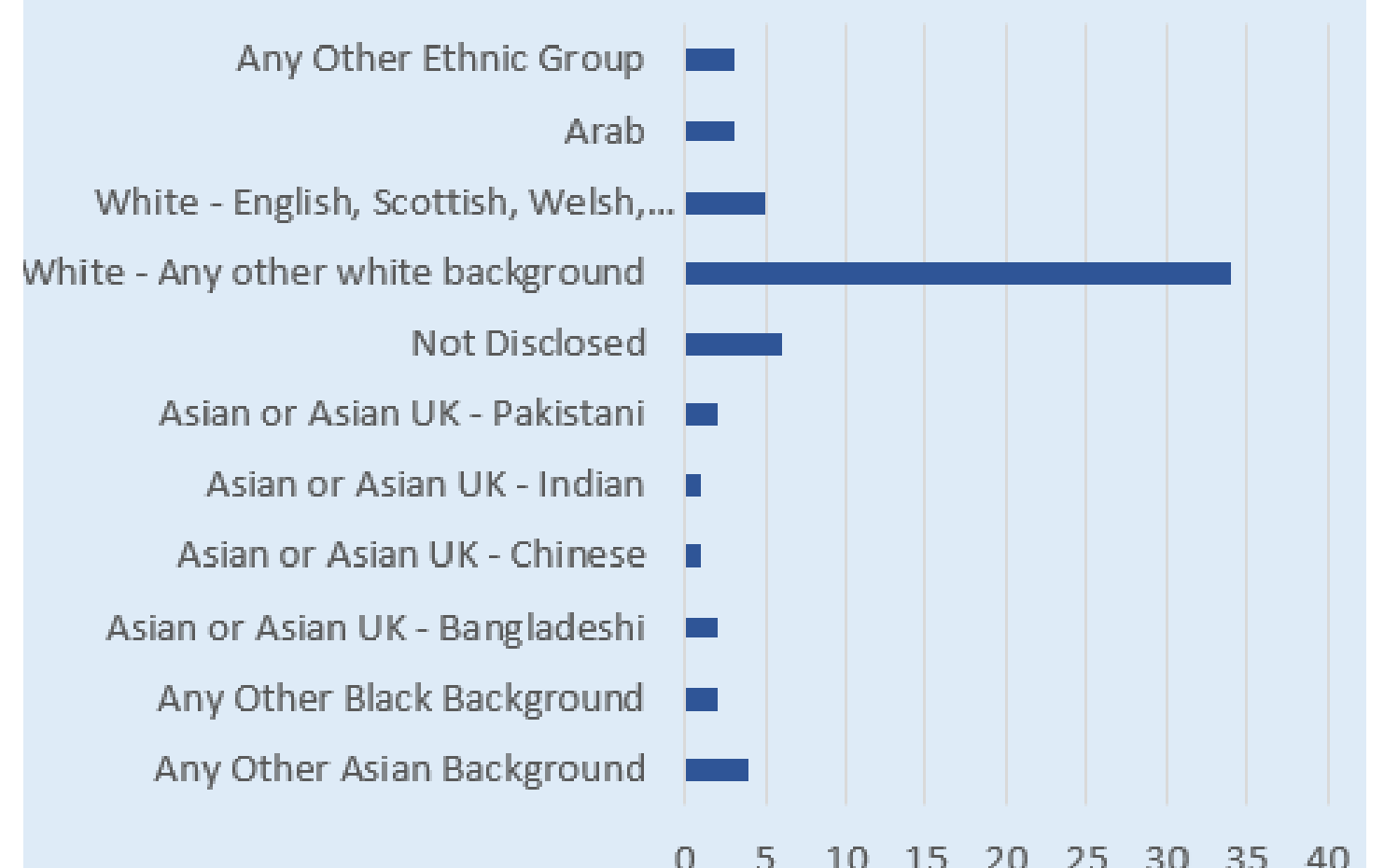
OUR IMPACT

" because of the help received, I am much calmer...it's been quite stressful"

Casework Overview



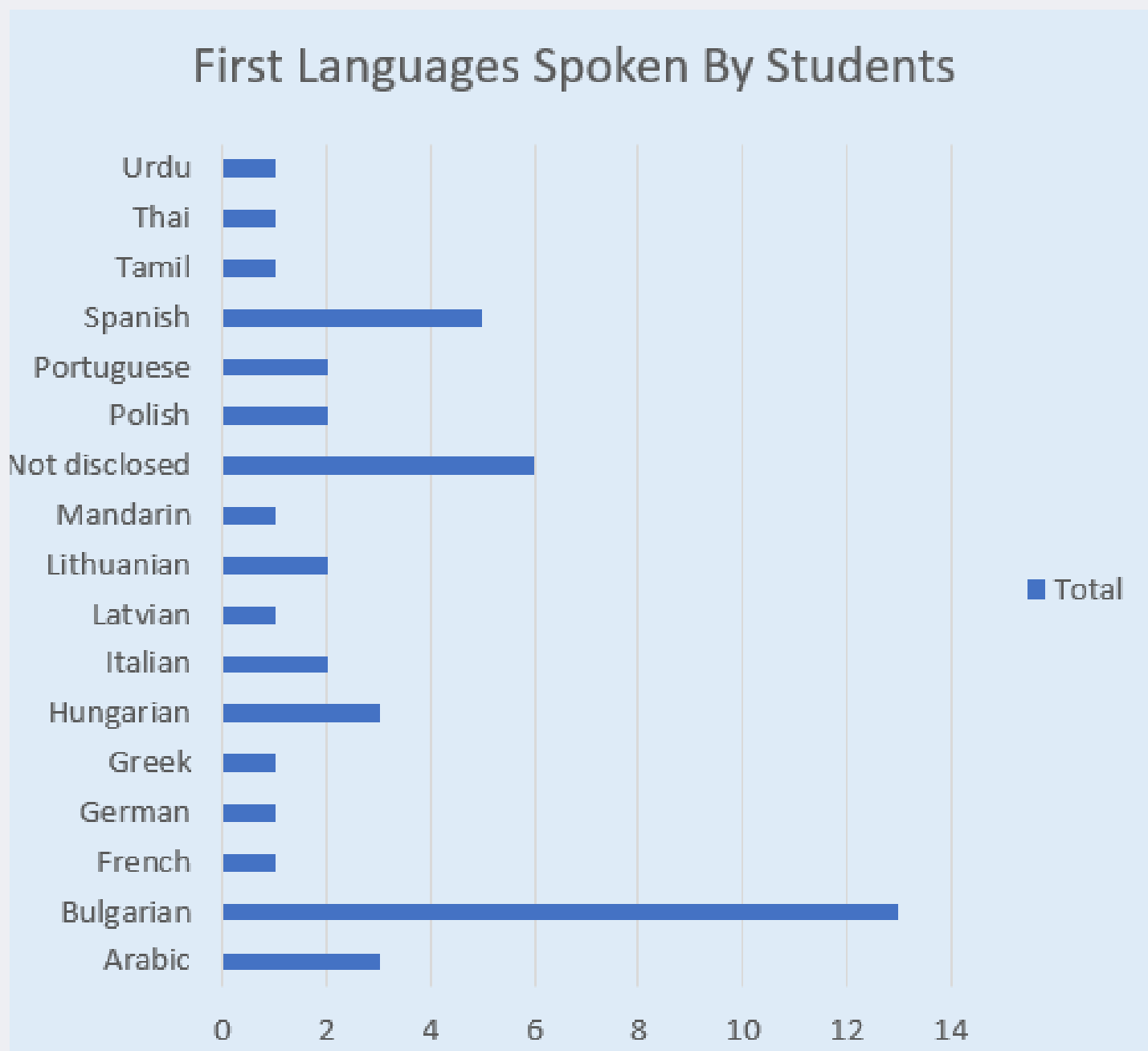
Ethnicity - Casework Total



OUR IMPACT

" would not know what to do without you "

" Sunrise help me to own a washing machine and a fridge"



"Before I don't understand what people say to me, now it's better. I have more confidence. I can speak to people with confidence now"

Case Study

Paula is in her late 40s and lived with her partner, grown up children and grandchildren. She doesn't speak English. Paula disclosed to Sunrise that she was experiencing domestic abuse and because of this had lost her job and was being asked to leave her home by her family.

We supported Paula to meet with a domestic abuse service worker who provided support. She found it difficult to keep engaged with the worker but continued to engage with Sunrise.

Paula and her partner have now separated but we know they have been in contact recently, her name has been removed from the tenancy agreement for the house, she has spent some time sofa surfing but is now back living with her children.

We supported Paula with a large number of issues and she attended English Language classes. It was Paula's wish to learn English.

'I am so happy you are giving so much of your time to us ...Can't wait to see you all in person. we are really pleased and grateful thank you'

THE FUTURE

The year came to the end with plans in place for starting a new project called Local Goes Global. The project is an expansion and development of our work and is based on what we have learnt over the last 6+ years. There will be two intrinsically linked areas of work: support and engagement activities for individuals with diverse identities and wider community work focusing on promoting diversity, inclusion and reducing prejudice and discrimination through community grassroots activities.

English Students Ethnicity

