

Registered Charity Number
1082190

EQUALITY FOUNDATION

**Report and Accounts
For the year ended 31 March 2022**

Charity Information

Trustees

Ahmed Ibrahim
Mohmoud Shire
Abdihafid Jama
Nafisa Abdullahi

Charity Number

1082190

Registered office

20 Dawes Road
LONDON
SW6 7EN

Accountants

Anderson Pierce and Co Accountants
14 Alexandria Road
West Ealing, London
W13
ONR

Bankers

Metro Bank
Kensington Branch
W8 7RG

Equality Foundation
Report of the Trustees
For the Year Ended 31 March 2022

The trustees present their annual report and financial statements of the charity for the year ended 31 March 2022. The financial statements have been prepared in accordance with the accounting policies set out in the Charities Act 2011 and Accounting and Reporting by Charities Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard.

Objectives and activities

The Equality Foundation is championing equality of opportunity by advancing education and research on equality and increasing economic empowerment amongst minoritised communities and providing practical projects to promote the employment prospects, training, and skills of minoritised communities.

The Equality Foundation undertook extensive consultations with service users to determine their needs post-Covid and to gain their input on the future of the charity. We held 3 group consultations for 60 users, and we held one-on-one conversations with nine key community influencers. We have heard repeatedly that representation and advocacy are as important as providing frontline services.

Based on the community consultations, ideas and decisions, the followings were implemented:

1. We recruited 2 additional trustees who brings different new sets of skills, knowledge and lived experiences. The trustees changed the name of the charity from Aborian Community Centre to Equality Foundation with new objectives and strategic priorities of the coming years.
2. We developed new strategic priorities where we will focus on equality of opportunity by 1) Advancing education and research on equality, 2) increasing economic empowerment, 3) Advancing safe spaces for service users to develop skills and 4) collaborating with others advance equality of opportunity.
3. We have developed all the necessary policies for the charity including Safeguarding, Data Protection, Conflict Interests, Confidentiality, Equality, Financial Control, Code of Conduct, Recruitment, Complaints procedures, and Health and Safety Policy.
4. We are working to develop Financial Sustainability; we have already developed viable fundraising plans which we are working achieve. We identified mission aligned funders that we would like to approach for both longer short and term.
5. We have developed new branding, website and communication plan which will aid us charity for many years to come.

The main activities are:

The Equality Foundation has become a catalyst for a broad variety of community-led and focused activities. The Equality is a grassroots and trusted charity, we have mandate and support from our community that support the followings for the next 3 years:

1. Culturally sensitive and tailored employment training and upskilling programmes for women, supporting 50–80 per year to develop soft skills to improve their career prospects.
2. Digital training and access to digital tools to ensure women's economic survival and empowerment.
3. Welfare Advice and Advocacy- many of our service users come from low socioeconomic backgrounds and we provide results such as Universal Credit, Housing Benefit, Income Support, and Jobseekers Allowance.
4. Training for young people- we are committed to supporting as many young people as possible per year to ensure that they access meaningful employment through training, coaching, employers' connections, and advocacy.
5. We work with civic institutions to advocate for our services to ensure their voices and needs are heard by policy and decision-makers.
6. Work with likeminded organisations to counter historical inequality and civic institutions' structural barriers.

A review of our achievements and performance:

The Equality Foundation aligns its operations and programmes with regional and local priorities, ensuring that residents have access to initiatives that will help them grow and improve their living conditions. Providing opportunities for disadvantaged persons to realise their full potential and access to appropriate support mechanisms and agencies.

The Equality Foundation's primary accomplishments this year were delivering employment initiatives to 40 women, with 60 percent of them finding meaningful work as a result of our efforts. An additional 15% enrolled in programmes that will help people reach their full potential, such as training and education.

Public benefit statement

In shaping our objectives for the year and planning our activities, the Trustees have considered S.17 of the Charities Act 2011 and the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PD2)'. The achievements and activities above demonstrate the public benefit arising from the charity's activities.

Reserves Policy

Equality Foundation policy is to maintain a level of unrestricted and undesignated reserves equivalent to Six months' expenditure.

Risk Management

The trustees have assessed the major risks to which Equality Foundation is exposed and are satisfied those systems are in place to mitigate exposure to the major risks including maintaining a risk register, which is reviewed annually.

Investment Policy

The charity does not produce a sufficient surplus to invest, as priority must be given to building our unrestricted reserves.

Plans for future periods

We have put in place a range of mechanisms to ensure we can continue to secure institutional income from private sector, individuals, and grant-making institutions to ensure the sustainability of the charity.

Independent Examiners

The Charity re-appointed Anderson Pierce & Co Ltd as our independent examiner. The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with Equality Foundation constitution, and the Statement of Recommended Practice "Accounting and Reporting by Charities", issued in March 2005.

This report was approved by the Board on 30/06/2022 and signed on its behalf by:

Ahmed Ibrahim
Chair

Equality Foundation		Charity No	1082190		
Annual accounts for the period					
Period start date	01.04.2021	To		31.03.2022	

Statement of financial activities (including summary income and expenditure account)

Recommended categories by activity		Guidance Note	Unrestricted funds	Restricted income funds	Endowment funds	Total funds	Prior year funds
			£	£	£	£	£
Income and endowments from:							
Donations and legacies		N1	5,000		-	5,000	8,000
Charitable activities		N1		50,000	-	50,000	22,000
Other trading activities			-	-	-	-	-
Investments			-	-	-	-	-
Total			5,000	50,000	-	55,000	30,000
Expenditure							
Expenditure on:							
Raising funds				2,000	-	2,000	-
Charitable activities		N2		48,000	-	48,000	22,000
Total			-	50,000	-	50,000	22,000
Net movement in funds			5,000	-	-	5,000	8,000
Reconciliation of funds:							
Total funds brought forward		N3	9,000	-	-	9,000	
Total funds carried forward		N3	14,000	-	-	14,000	9,000

		Equality Foundation		Charity No		1082190
Balance sheet						
	Guidance Note	Unrestricted funds	Restricted income funds	Endowment funds	Total this year	Total last year
		£	£	£	£	£
Fixed assets						
Intangible assets			-	-	-	-
<i>Total fixed assets</i>			-	-		-
Current assets						
Cash at bank and in hand	N3	14,000	-	-	14,000	9,000
Debtors		-	-	-	-	-
Investments		-	-	-	-	-
<i>Total current assets</i>		14,000	-	-	14,000	9,000
Current Liabilities		-	-	-	-	-
<i>Net current assets/(liabilities)</i>		-	-	-	-	9,000
<i>Total assets less current liabilities</i>		-	-	-	-	
Net Assets						
Restricted income funds		-	-	-	-	-
Unrestricted funds	N3	14,000		-	14,000	9,000
Total Charity funds		14,000	-	-	14,000	9,000
The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.						
Signed on behalf of all the trustee			Ahmed Ibrahim		30/06/2022	

INDEPENDENT EXAMINER'S REPORT

To the trustee of Equality Foundation YEAR ENDED 31 March 2022

I report to the trustees on my examination of the financial statements of Equality Foundation ('the charity') for the year ended 31 March 2022.

Responsibilities and basis of report

Having satisfied myself that the accounts of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent Examiner's Statement

I have completed my examination; I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. Accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act: or
2. The financial statements do not accord with those records; or
3. The financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. The financial statements have not been prepared in accordance with the methods and principles of the statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK (FRS102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Mr A Abdullah BA AFA/MIPA
Accountant



Date: 15/04/2022

Anderson Pierce & Co Accountants
14 Alexandria Road London W13 0NR

Notes to the financial statements Year ended 31 March 2022

1. General Information

The Charity is a registered charity in England & Wales. The address of the registered office is Dawes Road Hub, 20 Dawes Road LONDON SW6 7EN

2. Statement of Compliance

the Statement of Recommended practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK (FRS 102) (charities SORP (FRS 102)) and the charities Act 2011.

3. Accounting policies

Incoming resources

Voluntary income and donation are included in incoming resources when they are receivable except when the donors specify that they must be used in future accounting periods or donor's conditions have not been fulfilled, then income is deferred. The income from fundraising ventures is shown gross.

Donated services and facilities

Income from donated services and facilities is included in incoming resources at a valuation, which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised when there is no financial cost borne by a third party.

Resources expended

Resources expended are included in the statement of financial activities on an accruals basis, inclusive of any VAT, which cannot be recovered. Expenditure, which is directly attributable to specific activities, has been included in these cost categories, where costs are attributable to more than one activity, they have been apportioned across the cost of generating funds on a basis consistent with the use of these resources.

Cost of generating funds includes salaries, direct expenditure and overhead costs of the staff who promote fundraising including events. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Funds

Restricted funds are to be used for specific purpose as laid down by the donor. Expenditure, which meets these criteria, is charged to the fund together with a fair allocation of management and support costs. Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the management committee for purposes.

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income & expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Disclosure exemptions

The entity satisfies the criteria of being a qualifying entity as defined in FRS 102. As such, advantage has been taken of the following disclosure exemption: No cash flow statement has been presented for the company.

Judgements and Key Sources of Estimation Uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purpose. Designated funds are unrestricted funds earmarked by the trustees for future project or commitment. Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal and fall into one of two sub- classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity: it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to categories of income:

- Income from donations or grants is recognised when there is evidence of entitlement to the gift, receipts is probable, and its amount can be measured reliably.
- Legacy income is recognised when receipt is probable, and entitlement is established.

- Income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor, or the estimated resale value can be reliably measured. No amounts are included for the contribution of general volunteers.
- Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- Expenditure on raising funds includes the costs of all fundraising activities, events non-charitable trading activities and the sale of donated goods.
- Expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- Other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable, and consistent basis.

Tangible Assets

All fixed assets are initially recorded at cost.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

Notes to the accounts (cont)		
Note 1	Analysis of receipts of grants	
	Description	This year £
Hammermsith United Charities	Capacity Support Grant	14,000
Google Programme	Employment Support	20,000
Savanah Donations	Charity Grant	16,000
Individual donations	Individual Donations	5,000
Other		-
	Total	55,000

Notes to the accounts (cont)						
Note 1	Income					
	Analysis of income	Unrestricted funds	Restricted income funds	Endowment funds	Total funds £	Prior year £
Donations and legacies:	Donations and gifts		-	-	-	-
	Gift Aid	-	-	-	-	-
	Legacies	-	-	-	-	-
	General grants provided by government/other charities	-	50,000	-	50,000	20,000
	Membership subscriptions and sponsorships which are in substance donations	5,000	-	-	5,000	10,000
	Other	-	-	-	-	-
	Total	5,000	50,000	-	55,000	30,000
Charitable activities:		-	-	-	-	-
		-	-	-	-	-
		-	-	-	-	-
TOTAL INCOME		5,000	50,000	-	55,000	30,000

Notes to the accounts			(cont)						
Note 2	Expenditure								
		This year				Last year			
Analysis		Unrestricted funds	Restricted income funds	Endowment funds	Total funds	Unrestricted funds	Restricted income funds	Endowment funds	Total funds
Expenditure on raising funds:					£				£
Incurred seeking grants			-	-	-	-		-	-
Projects activities costs		-	19,000	-	19,000		5,000	-	5,000
fundraising			2,000	-	2,000	-	-	-	-
Rent and utilities			3,000	-	3,000	-	2,000	-	2,000
		-	-	-	-	-	-	-	-
Total expenditure on raising funds		-	24,000	-	24,000	-	7,000	-	7,000

Notes to the accounts	(cont)
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Note 2	Paid employees
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Please complete this note if the charity has any employees (transactions with Trustees dealt with in Note 28)

11.1 Staff Costs

	This year £	Last year £
Salaries and wages	25,000	15,000
Social security costs	-	-
Pension costs (defined contribution scheme)		
Other employee benefits	-	-
Total staff costs	25,000	15,000

Notes to the accounts	
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Note 2	Details of certain types of expenditure
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Fees for examination of the accounts

	This year £	Last year £
Independent examiner's fees	1,000	1,000
Assurance services other than independent examination	-	-

Notes to the accounts	(cont)
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Note 3	Cash at bank and in hand
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	This year £	Last year £
Short term cash (less than 3 months maturity date)	14,000	9,000
	-	-
Total	14,000	9,000