
ANNUAL REPORT AND FINANCIAL STATEMENTS

2023



CHARITY INFORMATION

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TRUSTEES

Ahmed Ibrahim
Mohmoud Shire
Abdihafid Jama
Nafisa Abdullahi

2

CHARITY NUMBER & OFFICE

Charity Number: 1082190
Registered Office:
20 Dawes Road
LONDON SW6 7EN

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ACCOUNTANTS

Anderson Pierce and Co
Accountants
14 Alexandria Road
West Ealing, London W130NR

4

BANKERS

Metro Bank
Kensington Branch
W8 7RG

INTRODUCTION

The Equality Foundation is a registered charity (Charity Registration No. 1082190) dedicated to promoting and championing equality of opportunity. Our mission is to advance education and research on equality, increase economic empowerment among minoritised communities, and provide practical projects to enhance their employment prospects, training, and skills in tackling poverty, inequality, and employment, specifically focusing on enhancing employment prospects, training, and skills among BAME individuals.

Our focus is on providing practical projects that enhance employment prospects training, and skills for these communities. During the reporting period, the Equality Foundation continued to serve as a catalyst for a wide range of community-led activities. As a grassroots charity, we have earned the trust and support of our communities and service users, which has endorsed our strategic direction for the next three years.

The Equality Foundation takes great pride in its commitment to aligning operations and projects with regional and local goals, ensuring that individuals have access to services that can uplift their living conditions. Our primary objective is to provide disadvantaged individuals with the opportunity to reach their full potential and connect them with the right organisations and support systems.

Our Achievements and Performance

The Equality Foundation's achievements during this reporting year have been significant. We are proud to have provided employment initiatives to 60 women, resulting in 60% of them securing fulfilling employment through our programmers. We remain committed to aligning our operations and projects with regional and local goals, ensuring that disadvantaged individuals have access to the necessary support systems and organisations that can help them improve their living conditions. This achievement is a testament to the effectiveness of our initiatives and the positive impact they have on the lives of individuals in our communities.

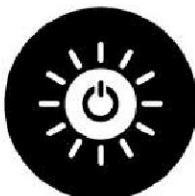
We believe that empowering women through employment opportunities not only benefits them individually but also contributes to the overall growth and development of their communities. By equipping women with the necessary skills and resources, we create a ripple effect that extends beyond individual success, fostering economic empowerment and social progress.

OUR PROJECTS



EMPLOYMENT TRAINING

Culturally sensitive and tailored employment training and upskilling programmes for women: We support 60 users per year, enabling them to develop soft skills and improve their career prospects.



DIGITAL TRAINING

Digital training and access to digital tools for women's economic survival and empowerment: We provide resources and training to ensure that women can thrive in an increasingly digital world.



UPSKILLING FOR YOUNG PEOPLE

Training for young people: Our commitment is to support as many young people as possible each year, helping them access meaningful employment through training, coaching, and connections with employers.



ADVOCACY WITH CIVIC INSTITUTIONS

Advocacy with civic institutions: We actively collaborate with civic institutions to advocate for our services and ensure that the voices and needs of minoritised communities are heard by policy and decision-makers.



COLLABORATION WITH ORGANISATIONS

Collaborative efforts with like-minded organisations: We work alongside other organisations that share our vision to counter historical inequality and address structural barriers within civic institutions.

AIMS & MISSION

The Equality Foundation is driven by a powerful mission, dedicated to creating a society where equality of opportunity prevails. Our aims are ambitious, forward-thinking, and designed to make a compelling impact:

- 1. Empowering Employment:** We strive to increase employment rates for BAME individuals, ensuring they reach the national average. Through targeted initiatives, we provide the tools and resources necessary for career success, bridging the opportunity gap.
- 2. Economic Regeneration:** We envision BAME communities as active contributors to the economic revitalisation of their neighborhoods. By fostering entrepreneurship, encouraging business growth, and supporting local initiatives, we drive sustainable development and empower communities to shape their own futures.
- 3. Shared Values and Aspirations:** We believe in building strong foundations for success by nurturing shared values and aspirations. By cultivating a sense of community and belonging, we foster collaboration, resilience, and collective progress towards a fair and inclusive society.
- 4. Integration and Cohesion:** Collaboration is at the heart of our approach. We work alongside individuals and communities, bringing diverse voices together to enhance integration and cohesion. Through meaningful connections and partnerships, we break down barriers, celebrate diversity, and promote understanding.
- 5. Holistic Strategies for Change:** To address the intersecting challenges of poverty, inequality, and employment, we collaborate closely with community organisations, government agencies, and stakeholders. Through holistic strategies, we design and implement initiatives that drive systemic change, ensuring lasting impact and creating a brighter future for all.
- 6. Challenging Stereotypes and Promoting Inclusion:** We believe in the power of awareness and advocacy. Our public campaigns challenge stereotypes, promote diversity, and advocate for inclusivity. By reshaping narratives and breaking down barriers, we foster a more inclusive society where everyone is valued and respected.
- 7. Creating Pathways and Partnerships:** We actively forge partnerships with employers and industry stakeholders to create employment pathways and job opportunities exclusively for BAME individuals. By connecting talent with organisations committed to diversity, we open doors, create economic mobility, and build a more equitable workforce.
- 8. Mentorship and Professional Development:** We recognise the unique needs of BAME individuals on their career journeys. Through tailored mentorship, coaching, and professional development programmes, we provide the guidance and support necessary for long-term success, unlocking their full potential.
- 9. Advocacy for Equity:** We are tireless advocates for policy and practice changes that dismantle systemic barriers to economic empowerment. By advocating for fair and inclusive economic opportunities for minoritised communities, we strive to create a level playing field where everyone has an equal chance to succeed.

AIMS & MISSION

At the Equality Foundation, our aims go beyond mere words on paper. They ignite our passion and drive, motivating us to make a profound and tangible impact. Our ultimate goal is to shape a fairer society and build a brighter future for BAME communities and individuals. We believe that together, we can create lasting change, unlock the untapped potential within each person, and become champions of equality for all.

These aims serve as our guiding compass, directing our efforts towards promoting equality, challenging discrimination, and empowering minoritised communities. We are committed to breaking down barriers, dismantling systemic inequalities, and fostering an inclusive society where everyone has an equal opportunity to thrive. Through our work, we strive to create a more compassionate and equitable world, leaving behind a legacy of positive transformations.

To achieve our aim, we actively engage in collaborations with a diverse range of service providers. Together, we work tirelessly to challenge racism and various forms of discrimination, with a particular focus on addressing the unequal treatment faced by black and minority ethnic communities or racialised communities. Our efforts extend to individuals who access these services, ensuring that they are treated fairly and equitably.

Central to our work is the identification of barriers that hinder participation for these communities. We strive to uncover the obstacles that impede progress and actively seek innovative solutions and best practices to overcome them. By doing so, we aim to create an environment that promotes inclusivity and equal opportunities for all.

Our primary focus revolves around implementing practical projects that make a real difference in the lives of these communities. We prioritise initiatives that improve employment prospects, provide valuable training opportunities, and enhance essential skills. Our goal is to empower individuals to achieve sustainable economic independence and build fulfilling careers.

By collaborating with service providers and implementing practical projects, we strive to create lasting positive change. Through these concerted efforts, we aspire to create a society where opportunities are accessible to all, regardless of their background, and where everyone has the chance to unlock their full potential.

OUR ACCOUNTS

Public benefit statement:

In shaping our objectives and planning our activities, the Trustees have carefully considered Section 17 of the Charities Act 2011 and the Charity Commission's guidance on public benefit, including the guidance on running a charity. The achievements and activities mentioned above showcase the public benefit that arises from our organisation's endeavors.

Reserves Policy:

The Equality Foundation adheres to a policy of maintaining a level of unrestricted and undesignated reserves equivalent to six months' expenditure. This prudent approach ensures the financial stability and sustainability of our operations.

Risk Management:

The trustees have conducted a thorough assessment of the major risks facing the Equality Foundation and are confident that appropriate systems are in place to mitigate these risks. We maintain a risk register that is reviewed annually, enabling us to proactively address potential challenges.

Investment Policy:

Given our current financial position, the Equality Foundation does not generate a sufficient surplus to invest. Our priority lies in building our unrestricted reserves to support the long-term sustainability of our organisation.

Plans for future periods:

To ensure the ongoing viability of the charity, we have implemented various mechanisms to secure institutional income from private sector sources, individuals, and grant-making institutions. These measures will contribute to the sustainability and growth of our organisation.

Independent Examiners:

We are pleased to re-appoint Anderson Pierce & Co Ltd as our independent examiner, ensuring the integrity and accuracy of our financial reporting.

The accounts have been prepared in accordance with the accounting policies outlined in note 1 to the accounts. They are in compliance with the 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 20/06/2023 and is signed on behalf of the Equality Foundation by:

Ahmed Ibrahim

Chair

Ahmed

Please find below our annual accounts for the period of 2022-2023.

Equality Foundation		Charity No		1082190	
Annual accounts for the period					
Period start date	4	2022	To	3	2023

Balance sheet						
	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	18,383	-	-	18,383	14,000
Debtors		-	-	-	-	-
Investments		-	-	-	-	-
<i>Total current assets</i>		18,383	-	-	18,383	14,000
Current Liabilities						
		-	-	-	-	-
<i>Net current assets/(liabilities)</i>		-	-	-	-	14,000
<i>Total assets less current liabilities</i>		-	-	-	-	
Net Assets						
Restricted income funds		-	-	-	-	-
Unrestricted funds	N3	18,383		-	18,383	14,000
Total Charity funds		18,383	-	-	18,383	14,000

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	20/06/2023
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INDEPENDENT EXAMINER'S STATEMENT

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.

- The financial statements do not accord with those records; or
- The financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the financial statements give a 'true and fair view which is not a matter considered as part of an independent examination; or
- 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 and Republic of Ireland (FRS 102).

Independent examiner's report

For the year ending 31 Mar 20, 2023

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 financial statements to be reached.

Mr A Abdullah BA AFA/MIPA

Accountant



Date: 15/06/2023

Anderson Pierce & Co Accountants

14 Alexandria Road London W13 0NR

FINANCIAL NOTES

Notes to the financial statements Year ended 31 March 2023

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.

FINANCIAL NOTES

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 are 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. In regards to 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.

Please find analysis of receipts of grants below.

Notes to the accounts (cont)		
Note 1	Analysis of receipts of grants	
	Description	This year £
Hammermith United Charities	Capacity Support Grant	8,500
H&F Giving (Summer Household)	Relief Project	5,383
Lawrence Atwell's Charity	Youth Employment Project	6,000
Individual donations	Individual Donations	12,000
Awards for All funding	Employment Support	10,000
Charities Donations	Donations	21,500
	Total	63,383

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	-	51,383	-	51,383	50,000
	Membership subscriptions and sponsorships which are in substance donations	12,000	-	-	12,000	5,000
	Other	-	-	-	-	-
	Total	12,000	51,383	-	63,383	55,000
Charitable activities:		-	-	-	-	-
		-	-	-	-	-
		-	-	-	-	-
TOTAL INCOME		12,000	51,383	-	63,383	55,000

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	3,000	16,000	-	19,000	-	19,000	-	19,000
fundraising	4,000	-	-	4,000	2,000	-	-	2,000
Rent and utilities	3,000	-	-	3,000	3,000	-	-	3,000
	-	-	-	-	-	-	-	-
Total expenditure on raising funds	10,000	16,000	-	26,000	5,000	19,000	-	24,000

Notes to the accounts		(cont)
Note 2	Paid employees	
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	32,000	25,000
Social security costs	-	-
Pension costs (defined contribution scheme)	-	-
Other employee benefits	-	-
Total staff costs	32,000	25,000

Notes to the accounts			
Note 2	Details of certain types of expenditure		
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)		
Note 3	Cash at bank and in hand	
	This year £	Last year £
Short term cash (less than 3 months maturity date)	18,383	14,000
	-	-
Total	18,383	14,000

ACKNOWLEDGEMENTS

The statements are prepared in accordance with the Statement of Recommended Practice for Accounting and Reporting by Charities. The report and financial statements also comply with the requirements of the Charities Act 2011.

We thank you for your continued support in our efforts to contribute to the community.

Contact

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LONDON SW6 7EN
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