

Equality Foundation

Report & Accounts

2024



Charity Information

Charity Number: 1082190

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Our Trustees

Ahmed Ibrahim
Mohmoud Shire
Abdihafid Jama

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Our Registered Office

20 Dawes Road
LONDON
SW6 7EN

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Our Accountants

Anderson Pierce and Co
Accountants
14 Alexandria Road
West Ealing,
London W13 0NR

4

Our Banker

Metro Bank
Kensington Branch
W8 7RG

Introduction

The Equality Foundation, a registered charity (Charity Registration No. 1082190), is committed to promoting and championing equality of opportunity. With over 20 years of experience, we have a deep-rooted commitment to supporting underserved communities in London, with a particular focus on BAME individuals. Our mission revolves around advancing education and research on equality, fostering economic empowerment, and implementing practical projects to address poverty, inequality, and employment issues within minoritised communities.

Our mission is to empower individuals and communities with unique intersectional needs and lived experiences, enabling them to realise their full potential through access to opportunities, skills development, and support networks. We strive to contribute to building stronger, more sustainable, equitable, inclusive, and resilient communities.

At the Equality Foundation, our aims are not just abstract ideas; they serve as the driving force behind our actions, inspiring us to effect real and meaningful change. Our overarching objective is to foster a fairer society and cultivate a brighter future for BAME communities and individuals. We firmly believe that collective action can bring about lasting transformations, unleashing the inherent potential within each person and championing equality for all.

Through collaborative partnerships and the execution of impactful projects, we endeavour to bring about lasting positive change. Our trustees carefully consider how planned activities align with and further the established aims and objectives of the charity, drawing upon the invaluable guidance of the Charity Commission's general guidance on public benefit. Through these efforts, the Equality Foundation aims to ensure that its endeavours effectively serve the public interest and deliver tangible benefits to the communities it serves.

Trustees' Report

The trustees of the Equality Foundation present the report and financial statements for the year ended 31st of March 2024. These statements have been prepared in accordance with the Statement of Recommended Practice for Accounting and Reporting by Charities, and they also comply with the requirements of the Charities Act 2011. The Equality Foundation is a registered charity committed to promoting equality of opportunity, advancing education and research on equality, and increasing economic empowerment among minoritised communities. Our mission is driven by ambitious aims designed to create a compelling impact.



The Equality Foundation is committed to advancing equality of opportunity within society.

Our Mission & Objectives

Our mission is to promote equality of opportunity and positively transform the lives of BAME individuals and communities. Through evidence-based advocacy, economic empowerment initiatives, and community-building efforts, we strive to foster a fairer society where every individual has the opportunity to thrive. Our work encompasses a diverse range of efforts aimed at achieving our mission of promoting equality of opportunity and empowering BAME communities.

01

Advancing Education and Research on Equality

Generating evidence and sharing best practices to address systemic inequalities, especially those faced by BAME communities.

02

Economic Empowerment Initiatives

Fostering economic empowerment through practical projects enhancing employment prospects and skills development, breaking the cycle of poverty and inequality.

03

Building Resilient Community Networks

Providing support services, fostering connections, and creating spaces for dialogue within BAME communities to collectively advocate for change.

Our Vision

Our vision is a society characterised by equality, inclusivity, and justice for all individuals, regardless of their background or identity. To achieve this, our mission is to confront and dismantle systemic inequalities and any other forms of discrimination prevalent in UK society. With a particular focus on empowering and uplifting Black, Asian, and other ethnically minoritised and racialised communities, we strive to create a more equitable and inclusive society where everyone has the opportunity to thrive.



Just

We prioritise achieving equity of outcome by employing an intersectional approach to tackle structural inequalities. We recognise the interconnectedness of social and economic disparities.



Ambitious

We harness evidence-based practices to challenge norms, drive innovation, and advocate for progressive change. Our ambition is to push boundaries and effect meaningful transformation.



Collaborative

Our focus is on fostering collaboration and co-production, empowering individuals, and organisations to amplify their agency and influence. Through this approach, we maximise our collective impact.



Tenacious

Acknowledging that effecting structural change is a long-term endeavour, we remain unwavering in our commitment. Our impact extends from individual transformations to broader societal shifts.

Our Work

Through these concerted efforts, our goal is to instigate meaningful and enduring change, cultivating a society where every individual has the opportunity to thrive, irrespective of their background, identity, or experiences.

01. Research and Data Collection

Understanding unique challenges faced by BAME communities to inform evidence-based solutions and policy changes.

02. Educational Programmes

Raising awareness, challenging stereotypes, and promoting empathy through workshops and awareness campaigns.

03. Skills Development and Training Programmes

: Empowering BAME individuals with employability skills and financial literacy education.

04. Advocacy and Policy Influence

Influencing policymakers to enact reforms promoting equity and justice for BAME communities.

05. Direct Support and Intervention

Providing essential services and support to individuals and families facing inequality and discrimination.

06. Capacity Building and Leadership Development

Empowering individuals within BAME communities to become agents of change through mentorship and leadership opportunities.

Our Services & Programmes

At the Equality Foundation, we offer a range of meticulously tailored services and programmes designed to address the specific needs and challenges faced by our community service users:

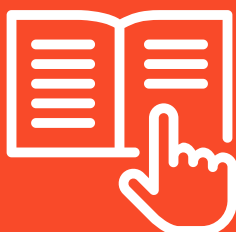


Into Employment (Youth)

Our Into Employment programme focuses on providing customised training to assist young individuals in securing meaningful employment opportunities. Through targeted programmes emphasising leadership development, civic participation, and personal growth, we empower youth to excel in their careers and personal development. Essential skills training, job readiness preparation, personalised career guidance, mentorship programmes, interactive workshops, and collaborative community projects are integral components of this initiative.

Into Employment (Women)

Our support and empowerment initiatives target BAME women in London, particularly those from the Black Muslim ethnic background. We enhance crucial skills such as confidence, presentation, problem-solving, and job application strategies, preparing women for professional success. In addition to skill development, we offer comprehensive support to engage with employers, build networks, and access employment opportunities, with the aim of breaking down employment barriers and empowering women to pursue meaningful careers.



Women's Empowerment and Financial Literacy

We provide specialised assistance to women, especially those from minority backgrounds, to overcome barriers in education, employment, and social inclusion. Through our financial literacy initiatives, we aim to promote economic independence by offering comprehensive training in money management and financial literacy. We empower women to take control of their financial futures and achieve greater stability and success in their lives.

Our Services & Programmes



Mental Health and Wellbeing Support

Our Mental Health Advocacy and Support services prioritise young individuals' wellbeing. We offer subsidised therapy sessions, confidential referrals to specialised professionals, and tailored support groups. These groups provide a safe space for sharing experiences, receiving peer support, and learning coping strategies. Additionally, we conduct awareness projects to reduce stigma and promote understanding of mental health through workshops, campaigns, and community events. By challenging misconceptions and providing accurate information, we empower individuals to seek help without fear of judgment or discrimination.

Advocacy and Representation

We are dedicated to advocating for the rights, needs, and interests of marginalised and racialised groups at both local and national levels. Through strategic campaigns, policy advocacy, and community engagement efforts, we tirelessly work to amplify the voices of those often overlooked or marginalised/racialised in society. Our goal is to promote equity, justice, and inclusivity for all members of our communities.



Our Achievements & Performance

Throughout the reporting year, the Equality Foundation has achieved significant milestones in furthering its mission to empower marginalised and racialised communities and promote equality of opportunity. We are thrilled to report that our dedicated efforts have culminated in the successful implementation of a diverse array of programmes, each yielding tangible outcomes and fostering positive changes in the lives of our service users. From advocating for policy reforms to delivering targeted support services, our organisation has remained steadfast in its commitment to addressing systemic barriers and enhancing access to opportunities for all. As a result, we have witnessed first-hand the transformative impact of our work, as evidenced by the stories of empowerment and resilience shared by those we serve.

Projects	Details	Outcome
Into Employment (Youth)	150 young individuals benefiting from customised training	<ul style="list-style-type: none">• 70% of participants have reported securing fulfilling employment
Into Employment (Women)	Empowering BAME women in London, particularly from the Black Muslim ethnic background	<ul style="list-style-type: none">• 65% of participants have successfully secured employment
Women's Empowerment and Financial Literacy Programme	Specialised assistance to over 200 women from minority backgrounds	<ul style="list-style-type: none">• 80% reported increased stability and success in their lives as a result of our programmes
Mental Health and Wellbeing	Addressed the mental health needs of young people in diverse communities.	<ul style="list-style-type: none">• 90% of participants have reported improved mental wellbeing and increased access to resources
Advocacy and Representation	Raising awareness and promoting understanding of the rights and needs of marginalised communities.	<ul style="list-style-type: none">• 50% increase in community engagement and participation in our advocacy initiatives

"The Mental Health and Wellbeing support group provided me with a safe space to share my struggles and receive guidance from understanding facilitators. I now feel more equipped to manage my mental health and seek help when needed."

M.K, a participant in the Mental Health and Wellbeing program.

"As a refugee woman, I struggled to adapt to life in the UK and find employment. The Women's Empowerment programme not only equipped me with valuable skills but also connected me with a supportive community that made me feel valued and empowered."

L.N, participant in the Women's Empowerment and Financial Literacy Programme.

70%

Youth who have secured employment

65%

BAME women who have secured employment

80%

Service users who have reported increased stability and success in their lives

90%

Reported better mental and emotional wellbeing through our programmes

50%

Increase in community engagement and participation in our programmes

"Into Employment (Youth) programme gave me the skills and confidence I needed to navigate the job market. Their personalised approach and ongoing support were instrumental in helping me secure my first job."

T.S, a beneficiary of the Into Employment (Youth) programme



Policies

Public benefit statement:

In shaping our objectives and planning our activities, the Trustees have diligently 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 exemplify the public benefit that arises from our organisation's endeavours.

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:

The Equality Foundation is 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 the 26th of April 2024 and is signed on behalf of the Equality Foundation by:



Ahmed Ibrahim
Chair

Independant 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.

I confirm that:

The financial statements accord with those records.

The financial statements comply with the accounting requirements of section 396 of the 2006 Act.

The financial statements have 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 2024, 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: 12/04/2024

Anderson Pierce & Co Accountants

14 Alexandria Road London W13 0NR

Financial Information

Notes to the financial statements Year ended 31 March 2024

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 accrual's 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.

Financial Information

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.

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.

Annual Account Overview

		Equality Foundation			Charity No		1082190				
		Annual accounts for the period									
		Period start date	4	2023	To	3	2024				
Recommended categories by activity		Note	Unrestricted funds	Restricted income funds	Endowment funds	Total funds	Prior year funds				
			£	£	£	£	£				
Income and endowments from:											
Donations and legacies		N1	16,009		-	16,009	12,000				
Charitable activities		N1		163,248	-	163,248	51,383				
Other trading activities			-	-	-	-	-				
Investments			-	-	-	-	-				
Total			16,009	163,248	-	179,257	63,383				
Expenditure											
Expenditure on:											
Raising funds			10,000		-	10,000	4,000				
Charitable activities		N2		154,915	-	154,915	55,000				
Total			10,000	154,915	-	164,915	59,000				
Net movement in funds			6,009	8,333	-	14,342	4,383				
Reconciliation of funds:											
Total funds brought forward		N3	18,383	-	-	14,342	14,000				
Total funds carried forward		N3	24,392	8,333	-	32,725	18,383				

Asset Balance Sheet

Equality Foundation		Charity No		1082190		
Balance sheet						
	Note	Unrestricted funds	Restricted income funds	Endowment funds	Total this year	Total last year
		£	£	£	£	£
Fixed assets						
Intangible assets			-	-	-	-
Total fixed assets			-	-		-
Current assets						
Cash at bank and in hand	N3	32,725	-	-	32,725	18,383
Debtors		-	-	-	-	-
Investments		-	-	-	-	-
Total current assets		32,725	-	-	32,725	18,383
Current Liabilities						
		-	-	-	-	-
Net current assets/(liabilities)		-	-	-	-	
Total assets less current liabilities		-	-	-	-	
Net Assets						
Restricted income funds		8,333	-		8,333	-
Unrestricted funds	N3	24,392		-	24,392	18,383
Total Charity funds		32,725	-	-	32,725	18,383
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		20/04/2024	

Employment Costs

Notes to the accounts		(cont)	
Note 2	Paid employees		
<i>Please complete this note if the charity has any employees (transactions with Trustees dealt with in Note 28)</i>			
11.1 Staff Costs			
		This year	Last year
		£	£
Salaries and wages		68,915	32,000
Social security costs		-	-
Pension costs (defined contribution scheme)			
Other employee benefits		-	-
	Total staff costs	68,915	32,000

Analysis of Receipts of Grants

Notes to the accounts			(cont)
Note 1	Analysis of receipts of grants		
			This year
	Description		£
NCLF	Employment Project		50,000
Cost of living crisis grant	Cost of living provisions		36,000
Anti-Tribalism Movement	Grant Support		10,000
London Youth	Capacity Support		800
Events Partnership	Community Relief Project		66,448
Charities Donations	Donations		16,009
		Total	179,257

Analysis of Income

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	-	163,248	-	163,248	51,383	
	Membership subscriptions and sponsorships which are in substance donations	16,009	-	-	16,009	12,000	
	Other	-	-	-	-	-	
	Total	16,009	163,248	-	179,257	63,383	
Charitable activities:		-	-	-	-	-	
		-	-	-	-	-	
		-	-	-	-	-	
TOTAL INCOME		16,009	163,248	-	179,257	63,383	

Details of Certain Types of Expenditure

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		-	-

Expenditure

Note 2 Expenditure		This year				Last year	
Analysis	Unrestricted funds	Restricted income funds	Total funds	Unrestricted funds	Restricted income funds	Total funds	
Expenditure on raising funds:			£				£
Incurred seeking grants		-	-	-			-
Projects activities costs		78,000	78,000	3,000	16,000	19,000	
fundraising	10,000	-	10,000	4,000		4,000	
Rent and utilities		8,000	8,000	3,000		3,000	
	-	-	-	-	-	-	-
Total expenditure on raising funds	10,000	86,000	96,000	10,000	16,000	26,000	

Cash at Bank and In Hand

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)				32,725	18,383
				-	-
Total				32,725	18,383

WE COULDN'T HAVE DONE IT WITHOUT YOUR GENEROUS SUPPORT

Through collaborative partnerships with the invaluable support of our generous donors and funders, and the execution of impactful projects, we endeavour to bring about lasting positive change. Through these collective endeavours, we aspire to forge a society where opportunities are accessible to all, irrespective of background, and where every individual has the chance to unlock their full potential.



THANK YOU TO ALL OF OUR DONORS AND FUNDERS



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