



Report and Accounts
For the year ended 31 March 2025

Charity Information

Trustees:

- Ahmed Ibrahim
- Mohmoud Shire
- Abdihafid Jama

Charity Number:

1082190

Registered office:

20 Dawes Road
LONDON
SW6 7EN

Accountants

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

Bankers

Metro Bank
Kensington Branch
W8 7RG

Equality Foundation

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

Trustees' Report

The trustees of the Equality Foundation present the report and financial statements for the year ended 31st of March 2025. 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.

Mission and Objectives:

The Equality Foundation is committed to advancing equality of opportunity within society. Our mission is driven by ambitious aims designed to create a compelling impact:

1. **Empowering Employment:** We aim 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:** Recognising the unique needs of BAME individuals on their career journeys, we provide tailored mentorship, coaching, and professional development programs. We offer 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.

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.

These aims act as our guiding principles, steering us towards the promotion of equality, the challenge against discrimination, and the empowerment of minoritised communities. We are steadfast in our commitment to dismantling barriers, eradicating systemic inequalities, and nurturing an inclusive society where every individual has an equal chance to thrive. Through our endeavours, we endeavour to cultivate a more compassionate and equitable world, leaving behind a legacy of positive change.

To realise our vision, we actively collaborate with a diverse array of service providers. Together, we work diligently to confront racism and various forms of discrimination, with a particular emphasis on addressing the unequal treatment faced by black and minority

ethnic communities. Our advocacy extends to those accessing these services, ensuring fairness and equity in their treatment.

At the heart of our efforts lies the identification of barriers hindering community participation. We are dedicated to uncovering obstacles to progress and actively seeking innovative solutions and best practices to surmount them. Through these actions, we aim to foster an environment that fosters inclusivity and equal opportunities for all.

Our primary focus centres on the implementation of practical projects that tangibly improve the lives of these communities. We prioritise initiatives that enhance employment prospects, offer valuable training opportunities, and develop essential skills. Our ultimate goal is to empower individuals to attain sustainable economic independence and pursue fulfilling careers.

Through collaborative partnerships 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.

Public Benefit

The trustees of the Equality Foundation have drawn upon the invaluable guidance offered by the Charity Commission's general guidance on public benefit. This resource has played a pivotal role in evaluating the charity's aims and objectives, as well as in charting the course for future activities. The trustees carefully consider how these planned activities will align with and further the established aims and objectives of the charity. By adhering to this guidance, the Equality Foundation aims to ensure that its endeavours effectively serve the public interest and deliver tangible benefits to the communities it serves.

Introduction:

The Equality Foundation, a registered charity (Charity Registration No. 1082190), is committed to promoting and championing equality of opportunity. Our mission revolves around advancing education and research on equality, fostering economic empowerment among minoritised communities, and implementing practical projects to enhance their employment prospects, training, and skills in addressing poverty, inequality, and employment issues, with a specific focus on enhancing opportunities for BAME individuals.

With over 20 years of experience, the Equality Foundation is deeply rooted in supporting underserved communities in London. 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.

Our services and programmes are meticulously tailored to address the specific needs and challenges faced by our community service users:

1. **Into Employment (Young People):** We provide customised training to assist young individuals in securing meaningful employment opportunities. Through targeted programs focusing on 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.
2. **Into Employment (Women):** Our support and empowerment initiatives target BAME women in London, particularly 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.
3. **Women's Empowerment and Financial Literacy Programme:** 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.
4. **Mental Health and Wellbeing Support:** We offer confidential referrals to qualified mental health professionals and host support groups specifically tailored for young people dealing with anxiety or depression. Additionally, we conduct awareness projects to reduce stigma and promote understanding of mental health in diverse communities. We believe in providing a safe and supportive environment where young individuals can access the resources, they need to prioritise their mental health and wellbeing.
5. **Advocacy and Representation:** Dedicated to advocating for the rights, needs, and interests of marginalised groups at both local and national levels, we engage in strategic campaigns, policy advocacy, and community engagement efforts. We

work tirelessly to amplify the voices of those who are often overlooked or marginalised in society, with the goal of promoting equity, justice, and inclusivity for all members of our community.

A Review of Our Achievements and Performance:

During this reporting year, the Equality Foundation has made remarkable progress in advancing its mission to empower marginalised communities and promote equality of opportunity. We are delighted to announce that our efforts have led to the successful implementation of various initiatives, resulting in tangible outcomes and positive changes in the lives of our service users.

In particular, our **Into Employment (Young People)** programme has witnessed significant success, with over 150 young individuals benefiting from customised training aimed at securing meaningful employment opportunities. Through targeted programmes focusing on leadership development, civic participation, and personal growth, we have empowered youth to succeed in their careers and personal development. As a result, 70% of participants have reported securing fulfilling employment, demonstrating the effectiveness of our approach in bridging the opportunity gap for young people.

Similarly, our **Into Employment (Women)** initiative has made substantial strides in supporting and empowering BAME women in London, particularly from the Black Muslim ethnic background. Through our comprehensive support and skill enhancement programmes, including confidence-building workshops, personalised career guidance, and mentorship initiatives, we have equipped women with the tools and resources to pursue meaningful careers. As a result, 65% of participants have successfully secured employment, breaking down employment barriers and fostering economic empowerment among women in our communities.

Furthermore, our **Women's Empowerment and Financial Literacy Programme** has provided specialised assistance to over 200 women from minority backgrounds, enabling them to overcome barriers in education, employment, and social inclusion. Through comprehensive training in money management and financial literacy, we have empowered women to take control of their financial futures, with 80% reporting increased stability and success in their lives as a result of our programmes.

In addition to our employment-focused projects, our **'Mental Health and Wellbeing'** Support Services have played a crucial role in addressing the mental health needs of young people in diverse communities, especially among the young people we work with. Through confidential referrals to qualified mental health professionals and tailored support groups, we have provided a safe and supportive environment for individuals dealing with anxiety or depression. As a result, 90% of participants have reported

improved mental wellbeing and increased access to resources, prioritising their mental health. Moreover, our awareness projects have been instrumental in reducing stigma surrounding mental health issues, fostering understanding, and promoting acceptance within diverse communities.

Lastly, our **Advocacy and Representation** efforts have amplified the voices of marginalised groups at both local and national levels, advocating for equity, justice, and inclusivity. Through strategic campaigns, policy advocacy, and community engagement efforts, we have successfully raised awareness and promoted understanding of the rights and needs of marginalised communities. As a result, we have seen a 50% increase in community engagement and participation in our advocacy initiatives, highlighting the growing impact of our advocacy work.

Overall, the achievements of the Equality Foundation during this reporting year demonstrate our unwavering commitment to creating a more equitable and inclusive society. We remain dedicated to advancing our mission and empowering individuals and communities to reach their full potential, building a brighter future for all.

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 20th of Jan 2026 and is signed on behalf of the Equality Foundation by:

Ahmed Ibrahim
Chair

A handwritten signature in blue ink that reads "Ahmed".

		Equality Foundation		Charity No		1082190							
		Annual accounts for the period											
		Period start date		4		2024				To		3	
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	12,000		-	12,000	16,009						
Charitable activities		N1		95,000	-	95,000	163,248						
Other trading activities			-	-	-	-	-						
Investments			-	-	-	-	-						
Total			12,000	95,000	-	107,000	179,257						
Expenditure													
Expenditure on:													
Raising funds			8,000		-	8,000	10,000						
Charitable activities		N2		95,000	-	95,000	154,915						
Total			8,000	95,000	-	103,000	164,915						
Net movement in funds			4,000	-	-	4,000	14,342						
Reconciliation of funds:													
Total funds brought forward		N3	32,725	-	-	4,000	14,342						
Total funds carried forward		N3	36,725	-	-	36,725	32,725						

		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			-	-	-	-
<i>Total fixed assets</i>			-	-		-
Current assets						
Cash at bank and in hand	N3	36,725	-	-	36,725	32,725
Debtors		-	-	-	-	-
Investments		-	-	-	-	-
<i>Total current assets</i>		36,725	-	-	36,725	32,725
Current Liabilities		-	-	-	-	-
<i>Net current assets/(liabilities)</i>		-	-	-	-	
<i>Total assets less current liabilities</i>		-	-	-	-	
Net Assets						
Restricted income funds		12,333	-		12,333	8,333
Unrestricted funds	N3	24,392		-	24,392	24,292
Total Charity funds		36,725	-	-	36,725	32,625
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		20/01/2026	

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.

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 2025, 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: 21/01/2026

Anderson Pierce & Co Accountants

14 Alexandria Road London W13 0NR

Notes to the financial statements Year ended 31 March 2025

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.

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 it 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 £
NCLF	Employment Project	50,000
Cost of living crisis grant	Cost of living provisions	
ATM Grant	Grant Support	35,000
London Youth	Capacity Support	5,000
Events Partnership	Community Relief Project	
Charities Donations	Donations	12,000
	Total	102,000

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	-	95,000	-	95,000	163,248
	Membership subscriptions and sponsorships which are in substance donations	8,000	-	-	8,000	16,009
	Other	-	-	-	-	-
	Total	8,000	95,000	-	103,000	179,257
Charitable activities:		-	-	-	-	-
		-	-	-	-	-
		-	-	-	-	-
TOTAL INCOME		8,000	95,000	-	103,000	179,257

Notes to the accounts (cont)						
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		90,000	90,000		78,000	78,000
fundraising	8,000	-	8,000	10,000		10,000
Rent and utilities		5,000	5,000		8,000	8,000
	-	-	-	-	-	-
Total expenditure on raising funds	8,000	95,000	103,000	10,000	86,000	96,000

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	52,000	68,915
Social security costs	-	-
Pension costs (defined contribution scheme)		
Other employee benefits	-	-
Total staff costs	52,000	68,915

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)			36,725	32,725	
			-	-	
Total			36,725	32,725	
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			-	-	