

EQUALITY ACTION LTD

England & Wales · Charity number 1088411

Details

Other names	CHARNWOOD RACIAL EQUALITY COUNCIL, HUMAN RIGHTS & EQUALITIES CHARNWOOD
Status	Registered
Legal form	Charitable company
Company number	04198889
Registered	2001-09-12
Register	View on the Charity Commission register

Contact

Address	Equality Action 66 Nottingham Road Loughborough LE11 1EU
Phone	01509261651
Email	contact@equalityaction.org.uk
Website	www.equalityaction.org.uk

Activities

Objects: (A) TO WORK TOWARDS THE ELIMINATION OF DISCRIMINATION INCLUDING IN PARTICULAR RACE, AGE, GENDER, SEXUAL ORIENTATION, DISABILITY, RELIGION AND BELIEF(B) TO PROMOTE EQUALITY OF OPPORTUNITY AND GOOD RELATIONS BETWEEN ALL PERSONS, ESPECIALLY IN THE BOROUGH OF CHARNWOOD IN THE COUNTY OF LEICESTERSHIRE (THE AREA OF BENEFIT)

Activities: Charnwood Racial Equality Council was established in May 1969. In September 2008, CREC changed its name to Human Rights & Equalities Charnwood and in February 2017 became Equality Action Limited. Our aims are: Work towards eliminating discrimination Campaign for equality of opportunity Promote good relations between all persons in the Borough of Charnwood, in the County of Leicestershire

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty, Accommodation/housing, Amateur Sport, Economic/community Development/employment
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, The General Public/mankind

Geography

- **Area of benefit:** BOROUGH OF CHARNWOOD IN THE COUNTY OF LEICESTERSHIRE
- Leicestershire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£219,035	£243,848	-	-
2024-03-31	£242,161	£264,916	-	-
2023-03-31	£299,289	£246,337	-	-
2022-03-31	£281,115	£244,493	-	-
2021-03-31	£241,961	£185,697	-	-

Trustees

Name	Role	Appointed
Rinki Yasmin Ali-Hind	Chair	2024-09-18
Abida Parveen Akram		2022-09-14
Benjamin Robin Smith		2022-09-14
Dr Geetha Balasubramaniam		2021-08-18
Emily Keightley		2025-09-24
Joanne Gunn Allen		2025-09-24
Osamudame Omoarukhe Adetutu		2025-09-24
Rachel Susan Thorpe		2023-01-10
Veronica Ursula Moore		2025-09-24

EQUALITY ACTION LTD

England & Wales - Charity number 1088411

Accounts

REGISTERED COMPANY NUMBER: 04198889 (England and Wales)
REGISTERED CHARITY NUMBER: 1088411

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025
FOR
EQUALITY ACTION LTD**

Duncan & Toplis Limited
3 Princes Court
Royal Way
Loughborough
Leicestershire
LE11 5XR

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FOR THE YEAR ENDED 31 MARCH 2025**

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EQUALITY ACTION LTD

**REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 MARCH 2025**

TRUSTEES	Geetha Balasubramaniam Emily Keightley (Vice-Chair) (resigned 18.9.24) Rachel Susan Thorpe (Treasurer) Jill Vincent Charles Dobbin Kirit Mistry (resigned 13.1.25) Abida Akram Osamudiam Adetutu (resigned 7.7.24) Ben Smith Yasmin Ali-Hind (appointed 18.9.24) Dilshad Choudhury (appointed Vice-Chair 18.9.24)
COMPANY SECRETARY	Varsha Parmar
REGISTERED OFFICE	66 Nottingham Road Loughborough Leicestershire LE11 1EU
REGISTERED COMPANY NUMBER	04198889 (England and Wales)
REGISTERED CHARITY NUMBER	1088411
INDEPENDENT EXAMINER	Duncan & Toplis Limited 3 Princes Court Royal Way Loughborough Leicestershire LE11 5XR
BANKERS	Lloyds bank plc High Street Loughborough Leicestershire LE11 2QG

EQUALITY ACTION LTD

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

To work towards eliminating discrimination, to promote equality of opportunity and good relations between all persons in the Borough of Charnwood, in the County of Leicestershire.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

ACHIEVEMENTS AND PERFORMANCE

Charitable activities

As a strategic partner of Charnwood Borough Council, the charity continues to play a major role in serving the people in Charnwood (particularly those facing barriers to accessing mainstream services) and promoting community cohesion by co-ordinating inter-faith and inter-cultural events including Loughborough Mela. The charity continued to work with like-minded partners.

-EmpowHer Project is the 5-year project funded by the National Lottery Community Fund which started in Jan 2024. This builds on the successes of previous work with new targets around young people and enterprise as well as a focus on mental and physical health. It is in year 2 of delivery.

-Our five-year contract with Vita Health to deliver a project on mental health and referrals is in the final year of the current contract. We are working with the funders to explore continuation of this much needed work.

-The charity secured funding from Awards For All April 2024 for general casework which will continue till March 2026.

-The charity has applied to the Lloyds Bank Foundation in April 2025. The application is for 3 years and will support our core work/succession planning. We are awaiting their decision.

FINANCIAL REVIEW

Financial position

The charity has total funds carried forward of £237,025 (2024: £261,838) made up of unrestricted funds of £198,852 (2024: £218,822) and restricted funds of £38,173 (2024: £43,016).

The trustees resolve that the charity maintains unrestricted reserves of £50,000, equivalent to two months operational and redundancy reserves as per charity commission guidelines.

Going concern

Trustees are confident the charity has sufficient resources to meet its obligation to funders and clients during 2025 - 2026.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is a company limited by guarantee. The charity's objects are to work towards eliminating discrimination and to promote equality of opportunity and good relations between all persons in the Borough of Charnwood, in the County of Leicestershire. The charity is governed by its Memorandum and Articles of Association dated 19 August 2008.

EQUALITY ACTION LTD

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2025**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

The trustees who served during the year were:

G Balasubramaniam (Chair)
E Keightley (Vice-Chair) (Resigned 18.9.24)
R Thorpe (Treasurer)
J Vincent
C Dobbin
K Mistry (Resigned 13.1.25)
A Akram
O Adetutu (Resigned 7.7.24)
B Smith
Y Ali-Hind (Appointed 18.9.24)
D Choudhury (appointed Vice-Chair 18.9.24)

The board of trustees, which can have up to 12 members, strives to recruit members able to offer skills appropriate to a Company Limited by Guarantee. New trustees are introduced to the workings of the charity. Trustees are encouraged to identify training needs and attend appropriate external courses. It administers the charity and meets monthly. There are subcommittees responsible for membership, personnel, finance and property, marketing and publicity.

Partnership Work

The charity works in partnership with statutory, voluntary agencies and with community groups, these include Charnwood Borough Council, The Bridge, Citizen's Advice Bureau, Living Without Abuse, John Storer Charnwood, Fearon Hall, Loughborough Council of Faiths and other community groups.

Risk management and Reserves Policy

The trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to them. A key element in the management of financial risk is the setting of a reserves policy and its regular review by trustees. Trustees have resolved to ensure that the charity is able to continue to provide all services for a period of at least two months in the event of a significant proportion of our income not being realised and also, in the event of having to come to a close, sufficient funds to meet all its obligations.


In order to meet these obligations, the trustees have set a minimum level of £50,000 for the charity's free reserves.

Disclosure of information to the Independent examiner

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the independent examination, but of which the independent examiner is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the independent examiner is aware of such information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 24/9/25 and signed on its behalf by:


.....
Rachel Susan Thorpe - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
EQUALITY ACTION LTD**

Independent examiner's report to the trustees of Equality Action Ltd ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').


Having satisfied myself that the accounts of the Company 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 your 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 Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts 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 accounts 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)).

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.



Niall Kingsley (FCA)
The Institute of Chartered Accountants in England and Wales

Duncan & Toplis Limited
3 Princes Court
Royal Way
Loughborough
Leicestershire
LE11 5XR

Date: 25/09/2025

EQUALITY ACTION LTD

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	23,779	88,509	112,288	125,976
Charitable activities					
VITA Health	5	-	83,196	83,196	83,196
Core 20 Connector		-	-	-	8,500
Casework		20,462	-	20,462	23,400
Investments	4	3,089	-	3,089	1,089
Total		47,330	171,705	219,035	242,161
EXPENDITURE ON					
Charitable activities					
Promotion of equality and opportunity	6	36,948	-	36,948	41,252
Awards for All- IT Equipment		-	414	414	535
Big Lottery Positive Minds		-	-	-	30,124
VITA Health		-	83,196	83,196	83,196
LCC - Casework		-	-	-	547
Rank Apprentice		-	7,500	7,500	2,354
NHS Briefing		-	-	-	12,872
Core 20 Connector		-	11,433	11,433	13,695
Lloyds Bank Foundation		12,673	-	12,673	24,742
Access for Justice		-	-	-	10,070
EmpowHER		-	64,005	64,005	15,963
LLR-ICB		-	-	-	5,000
National Grid		-	-	-	5,000
Casework		17,679	-	17,679	19,566
Awards for All- Cost of Living		-	10,000	10,000	-
Total		67,300	176,548	243,848	264,916
NET INCOME/(EXPENDITURE)		(19,970)	(4,843)	(24,813)	(22,755)
RECONCILIATION OF FUNDS					
Total funds brought forward		218,822	43,016	261,838	284,593
TOTAL FUNDS CARRIED FORWARD		198,852	38,173	237,025	261,838

The notes form part of these financial statements

EQUALITY ACTION LTD (REGISTERED NUMBER: 04198889)

STATEMENT OF FINANCIAL POSITION
31 MARCH 2025

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
FIXED ASSETS					
Tangible assets	13	88,499	1,917	90,416	90,968
CURRENT ASSETS					
Debtors	14	644	113	757	27,551
Cash at bank and in hand		113,884	56,942	170,826	173,057
		114,528	57,055	171,583	200,608
CREDITORS					
Amounts falling due within one year	15	(4,175)	(20,799)	(24,974)	(29,738)
NET CURRENT ASSETS					
		110,353	36,256	146,609	170,870
TOTAL ASSETS LESS CURRENT LIABILITIES					
		198,852	38,173	237,025	261,838
NET ASSETS					
		198,852	38,173	237,025	261,838
FUNDS					
Unrestricted funds	17			198,852	218,822
Restricted funds				38,173	43,016
TOTAL FUNDS					
				237,025	261,838

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 24/4/25 and were signed on its behalf by:


Rachel Susan Thorpe - Trustee

The notes form part of these financial statements

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1. CHARITY INFORMATION

The charity is a Private Limited Company by Guarantee incorporated and registered in England and Wales under company number 4198889 and with the Charity Commission under number 1088411. The registered office is 66 Nottingham Road, Loughborough, Leicestershire LE11 1EU.

The charity changed its name from Human Rights and Equalities Charnwood on 14th February 2017.

The nature of the charity's operations and its principal activities are given in the Report of the Trustees on page 2.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements contain information about Equality Action Ltd as an individual charitable company.

The financial statements are presented in £ Sterling and are rounded to the nearest pound.

The charitable company is a public benefit entity as defined by FRS102.

The going concern basis is dependent on the charity continuing to receive grant funding.

The trustees are satisfied that the grant funding is sufficient for the charity to continue to operate as a going concern and therefore these accounts have been prepared on a going concern basis.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Financial reporting standard 102 - reduced disclosure exemptions

The charitable company has taken advantage of the following disclosure exemption in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants is recognised at fair value when the charity has entitlement after any performance conditions are met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Tangible fixed assets costing more than £500 are capitalised and included at cost including any incidental expenses on acquisition.

Tangible fixed assets are stated at cost less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

2. ACCOUNTING POLICIES - continued

Tangible fixed assets

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Fixtures and fittings	15% reducing balance
Office equipment	25% reducing balance

No depreciation is provided on the charity's property as it is the organisation's policy to maintain this so as to extend its useful life.

Taxation

The charity is exempt from corporation tax on its charitable activities.

The Charity is not required to register for VAT. All income and expenses include VAT where applicable.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Critical accounting judgements and estimation uncertainty

In the application of the charitable company's accounting policies, management is required to make judgements, estimates and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

There are no critical accounting judgements or estimation uncertainty that, in the opinion of the trustees, will have a material effect on the financial statements.

3. DONATIONS AND LEGACIES

	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
Donations	3,325	-	3,325	9,230
Gift aid	-	-	-	1,743
Grants	20,454	88,509	108,963	115,003
	<u>23,779</u>	<u>88,509</u>	<u>112,288</u>	<u>125,976</u>

EQUALITY ACTION LTD

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

3. DONATIONS AND LEGACIES - continued

Grants received, included in the above, are as follows:

	2025	2024
	£	£
Lloyds Foundation	-	25,000
Charnwood Borough Council	20,454	20,454
Big Lottery Positive Minds	-	18,118
Rank Apprentice	-	7,500
National Lottery Community Fund- RC Midlands Region	68,509	33,931
LLR-ICB	-	5,000
National Grid	-	5,000
Awards for All- Cost of Living	20,000	-
	<u>108,963</u>	<u>115,003</u>

Included within grants receivable above and under charitable activities are the following amounts:

Charnwood Borough Council Strategic Partnership £20,454 (2024: £20,454).

Big Lottery- Positive Minds ENIL: (2024: £18,118).

National Lottery Community Fund- RC Midlands Region £68,509 (2024: £33,931).

Incomes from NHS Shared Business Services contracts totalling ENIL (2024: £8,500).

Leicester, Leicestershire & Rutland Integrated Care Board (LLR-ICB) ENIL (2024: £5,000).

VITA Health £83,196 (2024: £83,196).

Awards for All- Cost of Living £20,000 (2024: ENIL).

Which are government grants as defined by the SORP.

4. INVESTMENTS

	Unrestricted funds	Restricted funds	2025 Total funds	2024 Total funds
	£	£	£	£
Deposit account interest	<u>3,089</u>	<u>-</u>	<u>3,089</u>	<u>1,089</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2025 £	2024 £
Grants	VITA Health	83,196	83,196
Grants	Core 20 Connector	-	8,500
Casework income	Casework	20,462	23,400
		<u>103,658</u>	<u>115,096</u>

Grants received, included in the above, are as follows:

	2025 £	2024 £
VITA Health	83,196	83,196
Core 20 Connector	-	8,500
	<u>83,196</u>	<u>91,696</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 7) £	Support costs (see note 8) £	Totals £
Promotion of equality and opportunity	32,910	4,038	36,948
Awards for All- IT Equipment	414	-	414
VITA Health	83,196	-	83,196
Rank Apprentice	7,500	-	7,500
Core 20 Connector	11,433	-	11,433
Lloyds Bank Foundation	12,673	-	12,673
EmpowHER	64,005	-	64,005
Casework	17,679	-	17,679
Awards for All- Cost of Living	10,000	-	10,000
	<u>239,810</u>	<u>4,038</u>	<u>243,848</u>

7. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2025 £	2024 £
Staff costs	198,104	211,777
Rates and water	320	369
Insurance	2,405	2,514
Light and heat	4,017	1,939
Telephone	3,608	2,989
Postage, printing and stationery	3,730	9,546
General	1,603	1,997
Direct project expenditure	19,966	19,719
Repairs and maintenance	1,231	1,745
Travel	35	68
Affiliation	480	98
Bank charges	313	215
Computer Expenses	3,445	1,411
Depreciation	553	722
	<u>239,810</u>	<u>255,109</u>

EQUALITY ACTION LTD

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

8. SUPPORT COSTS

	Governance costs £
Promotion of equality and opportunity	<u>4,038</u>

Support costs, included in the above, are as follows:

	2025 Promotion of equality and opportunity £	2024 Total activities £
Independent Examiners' remuneration	<u>4,038</u>	<u>9,807</u>

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2025 £	2024 £
Depreciation - owned assets	552	721
Operating lease rentals	-	635
	<u> </u>	<u> </u>

10. INDEPENDENT EXAMINERS' REMUNERATION

	2025 £	2024 £
Accounts and Independent examination fees	<u>4,038</u>	<u>9,807</u>

11. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

12. STAFF COSTS

	2025 £	2024 £
Wages and salaries	184,901	199,116
Social security costs	9,980	9,541
Other pension costs	3,223	3,120
	<u>198,104</u>	<u>211,777</u>

Included within wages and salaries above is £NIL (2024: £4,709) in respect of redundancy payments. These amounts were paid out in respect of two roles which became redundant at the completion of the Big Lottery Positive Minds project in December 2023.

The total employment benefits of the key management personnel of the charity were £48,368 (2024- £41,700).

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

12. STAFF COSTS - continued

The average monthly number of employees during the year was as follows:

	2025	2024
Charitable activities	11	10
Management and administration	1	1
Trustees	9	11
	<u>21</u>	<u>22</u>

No employees received emoluments in excess of £60,000.

13. TANGIBLE FIXED ASSETS

	Land & buildings £	Office equipment £	Fixtures and fittings £	Totals £
COST				
At 1 April 2024 and 31 March 2025	<u>124,379</u>	<u>3,407</u>	<u>900</u>	<u>128,686</u>
DEPRECIATION				
At 1 April 2024	35,879	1,588	251	37,718
Charge for year	-	455	97	552
At 31 March 2025	<u>35,879</u>	<u>2,043</u>	<u>348</u>	<u>38,270</u>
NET BOOK VALUE				
At 31 March 2025	<u>88,500</u>	<u>1,364</u>	<u>552</u>	<u>90,416</u>
At 31 March 2024	<u>88,500</u>	<u>1,819</u>	<u>649</u>	<u>90,968</u>

Although there may be considerable difference between the carrying value and market value of the land and buildings the trustees do not consider it to be a practicable exercise to have the property revalued each year.

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade debtors	-	27,349
Prepayments and accrued income	757	202
	<u>757</u>	<u>27,551</u>

EQUALITY ACTION LTD

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Social security and other taxes	-	5,009
Accruals	4,175	3,930
Deferred income	20,799	20,799
	<u>24,974</u>	<u>29,738</u>
Deferred Income		
	2025	2024
	£	£
Deferred income is included within:		
Creditors due within one year	<u>20,799</u>	<u>20,799</u>
	<u>20,799</u>	<u>20,799</u>

Income from grants received has been deferred where time related performance conditions have not been met.

16. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2025	2024
	£	£
Within one year	-	635
	<u>-</u>	<u>635</u>

17. MOVEMENT IN FUNDS

	At 1.4.24	Net movement in funds	At 31.3.25
	£	£	£
Unrestricted funds			
General fund	206,149	(7,297)	198,852
Lloyds Bank Foundation	12,673	(12,673)	-
	<u>218,822</u>	<u>(19,970)</u>	<u>198,852</u>
Restricted funds			
Awards for All- IT Equipment	1,915	(414)	1,501
Rank Apprentice Gold Award	11,700	(7,500)	4,200
Core 20 Connector	11,433	(11,433)	-
National Lottery Community Fund- RC Midlands Region	17,968	4,504	22,472
Awards for All- Cost of Living	-	10,000	10,000
	<u>43,016</u>	<u>(4,843)</u>	<u>38,173</u>
TOTAL FUNDS	<u>261,838</u>	<u>(24,813)</u>	<u>237,025</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

17. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	47,330	(54,627)	(7,297)
Lloyds Bank Foundation	-	(12,673)	(12,673)
	<u>47,330</u>	<u>(67,300)</u>	<u>(19,970)</u>
Restricted funds			
Awards for All- IT Equipment	-	(414)	(414)
VITA Health	83,196	(83,196)	-
Rank Apprentice Gold Award	-	(7,500)	(7,500)
Core 20 Connector	-	(11,433)	(11,433)
National Lottery Community Fund- RC Midlands Region	68,509	(64,005)	4,504
Awards for All- Cost of Living	20,000	(10,000)	10,000
	<u>171,705</u>	<u>(176,548)</u>	<u>(4,843)</u>
TOTAL FUNDS	<u>219,035</u>	<u>(243,848)</u>	<u>(24,813)</u>

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	211,595	(5,446)	206,149
Lloyds Bank Foundation	12,416	257	12,673
	<u>224,011</u>	<u>(5,189)</u>	<u>218,822</u>
Restricted funds			
Awards for All- IT Equipment	2,451	(536)	1,915
Big Lottery Fund Positive Minds	12,006	(12,006)	-
Rank Apprentice Gold Award	6,554	5,146	11,700
NHS Briefing	12,873	(12,873)	-
Core 20 Connector	16,628	(5,195)	11,433
Access for Justice	10,070	(10,070)	-
National Lottery Community Fund- RC Midlands Region	-	17,968	17,968
	<u>60,582</u>	<u>(17,566)</u>	<u>43,016</u>
TOTAL FUNDS	<u>284,593</u>	<u>(22,755)</u>	<u>261,838</u>

EQUALITY ACTION LTD

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

17. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	55,918	(61,364)	(5,446)
Lloyds Bank Foundation	24,999	(24,742)	257
	<u>80,917</u>	<u>(86,106)</u>	<u>(5,189)</u>
Restricted funds			
Awards for All- IT Equipment	-	(536)	(536)
Big Lottery Fund Positive Minds	18,118	(30,124)	(12,006)
VITA Health	83,196	(83,196)	-
Rank Apprentice Gold Award	7,500	(2,354)	5,146
NHS Briefing	(1)	(12,872)	(12,873)
Core 20 Connector	8,500	(13,695)	(5,195)
Access for Justice	-	(10,070)	(10,070)
LLR - ICB	5,000	(5,000)	-
National Lottery Community Fund- RC Midlands Region	33,931	(15,963)	17,968
National Grid	5,000	(5,000)	-
	<u>161,244</u>	<u>(178,810)</u>	<u>(17,566)</u>
TOTAL FUNDS	<u>242,161</u>	<u>(264,916)</u>	<u>(22,755)</u>

Lloyds Bank Foundation was funding received in March 2022 to support our core work, over two years. We employed a full time Operations Officer from this grant on a two-year fixed term contract. The funding ended in March 2024.

Awards for All (IT Equipment) consists of computer equipment purchased in 2022 using funding from the National Lottery..

The Big Lottery Positive Minds Grant is a 5 year Big Lottery project in raising awareness and offering support for mental health issues to BAME people.

Rank Apprentice Gold Award is funding from the Rank Foundation for a youth project inspired by "The Apprentice" helping young people with enterprise.

The VITA Health fund an agreement with NHS England to assist the BAME community with support towards healthy living.

National Lottery Community Fund- RC Midlands Region is funding for the "EmpowHer" project which is a 5 year project which aims to assist young people in enterprise, as well as focusing on mental and physical health.

NHS Briefing is funding from East Leicestershire Clinical Commissioning Group (CCG) towards a befriending project offering one to one support for the BAME community across Charnwood.

Core 20 Connector is funding from the NHS for a programme working towards identifying and reducing healthcare inequalities across different communities.

LLR - ICB was funding from the Leicester, Leicestershire and Rutland Integrated Care Board towards addressing care inequalities across different communities.

National Grid was a three month grant received for January to March 2024 to assist in the running of the charity's operations.

Awards For All- Cost of Living is funds received from the National Lottery to help the local community with the cost of living.

EQUALITY ACTION LTD

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

18. RELATED PARTY DISCLOSURES

There were no related party transactions identified that require disclosure for the year ended 31st March 2025.

EQUALITY ACTION LTD

England & Wales - Charity number 1088411

Accounts

REGISTERED COMPANY NUMBER: 04198889 (England and Wales)
REGISTERED CHARITY NUMBER: 1088411

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024
FOR
EQUALITY ACTION LTD

Duncan & Toplis Limited
3 Princes Court
Royal Way
Loughborough
Leicestershire
LE11 5XR

EQUALITY ACTION LTD

**CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

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Detailed Statement of Financial Activities	18 to 19

EQUALITY ACTION LTD

**REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 MARCH 2024**

TRUSTEES	Geetha Balasubramaniam (Chair appointed April 2022) Emily Keightley (Vice-Chair) Rachel Susan Thorpe Jill Vincent Alea Begum Bint Hanif (resigned March 2024) Charles Dobbin Kirit Mistry Zam Zam Yusuf (resigned October 2023) Abida Akram Osamudiame Adetutu (Resigned July 2024) Ben Smith Dilshad Choudhury (September 2023)
COMPANY SECRETARY	Varsha Parmar
REGISTERED OFFICE	66 Nottingham Road Loughborough Leicestershire LE11 1EU
REGISTERED COMPANY NUMBER	04198889 (England and Wales)
REGISTERED CHARITY NUMBER	1088411
INDEPENDENT EXAMINER	Duncan & Toplis Limited 3 Princes Court Royal Way Loughborough Leicestershire LE11 5XR
BANKERS	Lloyds bank plc High Street Loughborough Leicestershire LE11 2QG

EQUALITY ACTION LTD

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

To work towards eliminating discrimination, to promote equality of opportunity and good relations between all persons in the Borough of Charnwood, in the County of Leicestershire.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

As a strategic partner of Charnwood Borough Council, the charity continued to play a major role in promoting community cohesion by co-ordinating inter-faith and inter-cultural events including Loughborough Mela. The charity continued to work with like-minded partners.

-The charity's Five-Year National Lottery Community funded project (Positive Minds Project) ended in December 2023. We applied to build on this work with another 5-year project which was successfully awarded in January 2024.

-EmpowHER Project is the new 5-year project funded by the National Lottery Community Fund. This will build on the successes of the Positive Minds Project with some new targets around young people and enterprise as well as a focus on mental and physical health.

-The charity secured a five-year contract with Vita Health to deliver a project on mental health and referrals. This started in April 2021 and is in Year 4.

-The charity secured funding from Awards For All April 2024 for general casework which will continue till March 2025.

-The charity secured some short-term funding from the National Grid in January 2024 for 3 months which ended in March 2024 for general casework.

-The charity secured funding from Lloyds Bank Foundation in March 2022 to support our core work, over two years. We employed a full time Operations Officer from this grant on a two-year fixed term contract. The funding ended in March 2024.

The funding also gave us in-kind consultancy support which enabled the charity to re-visit its strategic aims and missions, strengthen its safeguarding policy and is working on its marketing, communications and fundraising in 2023/24 with support from external consultants.

-The charity secured funding of £21,740 in June 2022 from NHS Leicester City Clinical Commissioning Group for a project Core 20 Plus Connectors to engage with people on four clinical areas. This funding ended in March 2024.

-The charity previously secured funding of £17,000 from the Mental Health & Wellbeing Grant Fund in April 2023 to deliver a befriending scheme. These funds ended March 2024.

FINANCIAL REVIEW

Financial position

The charity has total funds carried forward of £261,837 (2023: £284,593) made up of unrestricted funds of £218,821 (2023: £224,011) and restricted funds of £43,016 (2023: £60,582).

The trustees resolve that the charity maintains unrestricted reserves of £50,000, equivalent to two months operational and redundancy reserves as per charity commission guidelines.

Going concern

Trustees are confident the charity has sufficient resources to meet its obligation to funders and clients during 2024 - 2025.

EQUALITY ACTION LTD

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is a company limited by guarantee. The charity's objects are to work towards eliminating discrimination and to promote equality of opportunity and good relations between all persons in the Borough of Charnwood, in the County of Leicestershire. The charity is governed by its Memorandum and Articles of Association dated 19 August 2008.

Recruitment and appointment of new trustees

The trustees who served during the year were:

G Bala (Chair)
E Keightley (Vice-Chair)
R Thorpe (Treasurer)
J Vincent
A Sayed Bint Hanif (Resigned March 2024)
C Dobbins
Z Yusuf (Resigned October 2023)
K Mistry
A Akram
O Adetutu (Resigned July 2024)
B Smith
D Choudhury (Appointed September 2023)

The board of trustees, which can have up to 12 members, strives to recruit members able to offer skills appropriate to a Company Limited by Guarantee. New trustees are introduced to the workings of the charity. Trustees are encouraged to identify training needs and attend appropriate external courses. It administers the charity and meets monthly. There are subcommittees responsible for membership, personnel, finance and property, marketing and publicity.

Partnership Work

The charity works in partnership with statutory, voluntary agencies and with community groups, these include Charnwood Borough Council, The Bridge, Citizen's Advice Bureau, Living Without Abuse, John Storer Charnwood, Fearon Hall, Loughborough Council of Faiths and other community groups.

Risk management and Reserves Policy

The trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to them. A key element in the management of financial risk is the setting of a reserves policy and its regular review by trustees. Trustees have resolved to ensure that the charity is able to continue to provide all services for a period of at least two months in the event of a significant proportion of our income not being realised and also, in the event of having to come to a close, sufficient funds to meet all its obligations.


In order to meet these obligations, the trustees have set a minimum level of £50,000 for the charity's free reserves.

Disclosure of Information to the Independent Examiner

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the independent examination, but of which the independent examiner is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the independent examiner is aware of such information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on16/9/2024..... and signed on its behalf by:


.....
Rachel Susan Thorpe - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
EQUALITY ACTION LTD

Independent examiner's report to the trustees of Equality Action Ltd ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2024.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

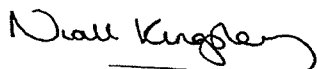
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for Independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). 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 Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts 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 accounts 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)).

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.



Niall Kingsley (FCA)
The Institute of Chartered Accountants in England and Wales

Duncan & Topliss Limited
3 Princes Court
Royal Way
Loughborough
Leicestershire
LE11 5XR

Date: 17/09/2024

EQUALITY ACTION LTD

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds £	Restricted funds £	31.3.24 Total funds £	31.3.23 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	56,428	69,548	125,976	184,894
Charitable activities	5				
VITA Health		-	83,196	83,196	83,192
LCC - Casework		-	-	-	4,900
Core 20 Connector		-	8,500	8,500	25,754
Casework		23,400	-	23,400	-
Investments	4	1,089	-	1,089	114
Other		-	-	-	435
Total		<u>80,917</u>	<u>161,244</u>	<u>242,161</u>	<u>299,289</u>
EXPENDITURE ON					
Charitable activities	6				
Promotion of equality and opportunity		41,252	-	41,252	64,063
Awards for All (IT equipment)		-	535	535	1,486
Big Lottery Positive Minds		-	30,124	30,124	45,443
VITA Health		-	83,196	83,196	73,174
LCC - Casework		547	-	547	8,269
Rank Apprentice		-	2,354	2,354	13,446
NHS Briefing		-	12,872	12,872	223
Core 20 Connector		-	13,695	13,695	9,127
Lloyds Bank Foundation		24,742	-	24,742	12,585
Access for Justice		-	10,070	10,070	18,521
EmpowHER		-	15,963	15,963	-
LLR-ICB		-	5,000	5,000	-
National Grid		-	5,000	5,000	-
Casework		19,566	-	19,566	-
Total		<u>86,107</u>	<u>178,809</u>	<u>264,916</u>	<u>246,337</u>
NET INCOME/(EXPENDITURE)		(5,190)	(17,565)	(22,755)	52,952
RECONCILIATION OF FUNDS					
Total funds brought forward		224,011	60,582	284,593	231,641
TOTAL FUNDS CARRIED FORWARD		<u>218,821</u>	<u>43,017</u>	<u>261,838</u>	<u>284,593</u>

The notes form part of these financial statements

EQUALITY ACTION LTD (REGISTERED NUMBER: 04198889)

STATEMENT OF FINANCIAL POSITION
31 MARCH 2024

	Notes	Unrestricted funds £	Restricted funds £	31.3.24 Total funds £	31.3.23 Total funds £
FIXED ASSETS					
Tangible assets	13	88,499	2,469	90,968	91,689
CURRENT ASSETS					
Debtors	14	6,752	20,799	27,551	27,079
Cash at bank and in hand		<u>132,511</u>	<u>40,546</u>	<u>173,057</u>	<u>238,317</u>
		139,263	61,345	200,608	265,396
CREDITORS					
Amounts falling due within one year	15	(8,940)	(20,798)	(29,738)	(72,492)
NET CURRENT ASSETS					
		<u>130,323</u>	<u>40,547</u>	<u>170,870</u>	<u>192,904</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>218,822</u>	<u>43,016</u>	<u>261,838</u>	<u>284,593</u>
NET ASSETS					
		<u>218,822</u>	<u>43,016</u>	<u>261,838</u>	<u>284,593</u>
FUNDS					
Unrestricted funds	17			218,822	224,011
Restricted funds				<u>43,016</u>	<u>60,582</u>
TOTAL FUNDS					
				<u>261,838</u>	<u>284,593</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 16/9/2024 and were signed on its behalf by:


.....
Rachel Susan Thorpe - Trustee

The notes form part of these financial statements

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

1. CHARITY INFORMATION

The charity is a Private Limited Company by Guarantee incorporated and registered in England and Wales under company number 4198889 and with the Charity Commission under number 1088411. The registered office is 66 Nottingham Road, Loughborough, Leicestershire LE11 1EU.

The charity changed its name from Human Rights and Equalities Charnwood on 14th February 2017.

The nature of the charity's operations and its principal activities are given in the Report of the Trustees on page 2.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements contain information about Equality Action Ltd as an individual charitable company.

The financial statements are presented in £ Sterling and are rounded to the nearest pound.

The charitable company is a public benefit entity as defined by FRS102.

The going concern basis is dependent on the charity continuing to receive grant funding.

The trustees are satisfied that the grant funding is sufficient for the charity to continue to operate as a going concern and therefore these accounts have been prepared on a going concern basis.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Financial reporting standard 102 - reduced disclosure exemptions

The charitable company has taken advantage of the following disclosure exemption in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants is recognised at fair value when the charity has entitlement after any performance conditions are met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Tangible fixed assets costing more than £500 are capitalised and included at cost including any incidental expenses on acquisition.

Tangible fixed assets are stated at cost less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

2. ACCOUNTING POLICIES - continued

Tangible fixed assets

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Fixtures and fittings	15% reducing balance
Office equipment	25% reducing balance

No depreciation is provided on the charity's property as it is the organisation's policy to maintain this so as to extend its useful life.

Taxation

The charity is exempt from corporation tax on its charitable activities.

The Charity is not required to register for VAT. All income and expenses include VAT where applicable.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Critical accounting judgements and estimation uncertainty

In the application of the charitable company's accounting policies, management is required to make judgements, estimates and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

There are no critical accounting judgements or estimation uncertainty that, in the opinion of the trustees, will have a material effect on the financial statements.

3. DONATIONS AND LEGACIES

	Unrestricted funds	Restricted funds	31.3.24 Total funds	31.3.23 Total funds
	£	£	£	£
Donations	9,230	-	9,230	13,681
Gift aid	1,743	-	1,743	-
Grants	<u>45,455</u>	<u>69,548</u>	<u>115,003</u>	<u>171,213</u>
	<u>56,428</u>	<u>69,548</u>	<u>125,976</u>	<u>184,894</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

3. DONATIONS AND LEGACIES - continued

Grants received, included in the above, are as follows:

	31.3.24	31.3.23
	£	£
Lloyds Foundation	25,000	27,500
Charnwood Borough Council	20,454	35,954
Big Lottery Positive Minds	18,118	51,562
Profit For Good	-	5,000
NHS Briefing	-	19,000
Rank Apprentice	7,500	20,000
Access for Justice	-	12,197
National Lottery Community Fund- RC Midlands Region	33,931	-
LLR-ICB	5,000	-
National Grid	<u>5,000</u>	<u>-</u>
	<u>115,003</u>	<u>171,213</u>

Included within grants receivable above and under charitable activities are the following amounts:

Charnwood Borough Council Strategic Partnership £20,454 (2023: £20,454).

Charnwood Borough Council Immigration Work £NIL (2023: £4,200).

Charnwood Borough Council Support Work £NIL (2023: £1,000).

Big Lottery- Positive Minds £18,118 (2023: £51,562).

National Lottery Community Fund- RC Midlands Region £33,931 (2023: £NIL).

Incomes from NHS Shared Business Services contracts totalling £8,500 (2023: £44,754).

Leicester, Leicestershire & Rutland Integrated Care Board (LLR-ICB) £5,000 (2023: £NIL).

VITA Health £83,196 (2023: £83,192).

Which are government grants as defined by the SORP.

4. INVESTMENTS

	Unrestricted funds	Restricted funds	31.3.24 Total funds	31.3.23 Total funds
	£	£	£	£
Deposit account interest	<u>1,089</u>	<u>-</u>	<u>1,089</u>	<u>114</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	31.3.24	31.3.23
		£	£
Grants	VITA Health	83,196	83,192
Casework income	LCC - Casework	-	4,900
Grants	Core 20 Connector	8,500	25,754
Casework income	Casework	23,400	-
		<u>115,096</u>	<u>113,846</u>

Grants received, included in the above, are as follows:

	31.3.24	31.3.23
	£	£
VITA Health	83,196	83,192
Core 20 Connector	8,500	25,754
	<u>91,696</u>	<u>108,946</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 7)	Support costs (see note 8)	Totals
	£	£	£
Promotion of equality and opportunity	31,445	9,807	41,252
Awards for All (IT equipment)	535	-	535
Big Lottery Positive Minds	30,124	-	30,124
VITA Health	83,196	-	83,196
LCC - Casework	547	-	547
Rank Apprentice	2,354	-	2,354
NHS Briefing	12,872	-	12,872
Core 20 Connector	13,695	-	13,695
Lloyds Bank Foundation	24,742	-	24,742
Access for Justice	10,070	-	10,070
EmpowHER	15,963	-	15,963
LLR-ICB	5,000	-	5,000
National Grid	5,000	-	5,000
Casework	19,566	-	19,566
	<u>255,109</u>	<u>9,807</u>	<u>264,916</u>

7. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.3.24	31.3.23
	£	£
Staff costs	211,777	189,777
Rates and water	369	345
Insurance	2,514	3,345
Light and heat	1,939	4,524
Telephone	2,989	2,536
Postage, printing and stationery	9,546	17,781
Advertising	-	450
General	1,997	613
Direct project expenditure	19,719	16,741
Repairs and maintenance	1,745	1,950
Travel	68	384
Affiliation	98	133
Mortgage interest	-	31
Carried forward	<u>252,761</u>	<u>238,610</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

7. DIRECT COSTS OF CHARITABLE ACTIVITIES - continued		
	31.3.24	31.3.23
	£	£
Brought forward	252,761	238,610
Bank charges	215	206
Computer Expenses	1,411	1,429
Depreciation	<u>722</u>	<u>1,200</u>
	<u>255,109</u>	<u>241,445</u>
8. SUPPORT COSTS		Governance costs
		£
Promotion of equality and opportunity		<u>9,807</u>
Support costs, included in the above, are as follows:		
	31.3.24	31.3.23
	Promotion of equality and opportunity	Total activities
	£	£
Loss on sale of tangible fixed assets	-	1,241
Independent Examiners' remuneration	<u>9,807</u>	<u>3,651</u>
	<u>9,807</u>	<u>4,892</u>
9. NET INCOME/(EXPENDITURE)		
Net income/(expenditure) is stated after charging/(crediting):		
	31.3.24	31.3.23
	£	£
Depreciation - owned assets	721	1,200
Deficit on disposal of fixed assets	-	1,241
Operating lease rentals	<u>635</u>	<u>635</u>
10. INDEPENDENT EXAMINERS' REMUNERATION		
	31.3.24	31.3.23
	£	£
Accounts and independent examination fees	<u>9,807</u>	<u>3,651</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

11. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

12. STAFF COSTS

	31.3.24	31.3.23
	£	£
Wages and salaries	199,116	178,375
Social security costs	9,541	8,478
Other pension costs	<u>3,120</u>	<u>2,924</u>
	<u>211,777</u>	<u>189,777</u>

Included within wages and salaries above is £4,709 (2023: £NIL) in respect of redundancy payments. These amounts were paid out in respect of two roles which became redundant at the completion of the Big Lottery Positive Minds project in December 2023.

The total employment benefits of the key management personnel of the charity were £41,700 (2023- £38,366).

The average monthly number of employees during the year was as follows:

	31.3.24	31.3.23
Charitable activities	10	10
Management and administration	1	1
Trustees	<u>11</u>	<u>11</u>
	<u>22</u>	<u>22</u>

No employees received emoluments in excess of £60,000.

13. TANGIBLE FIXED ASSETS

	Land & buildings £	Office equipment £	Fixtures and fittings £	Totals £
COST				
At 1 April 2023 and 31 March 2024	<u>124,379</u>	<u>3,407</u>	<u>900</u>	<u>128,686</u>
DEPRECIATION				
At 1 April 2023	35,879	983	135	36,997
Charge for year	<u>-</u>	<u>605</u>	<u>116</u>	<u>721</u>
At 31 March 2024	<u>35,879</u>	<u>1,588</u>	<u>251</u>	<u>37,718</u>
NET BOOK VALUE				
At 31 March 2024	<u>88,500</u>	<u>1,819</u>	<u>649</u>	<u>90,968</u>
At 31 March 2023	<u>88,500</u>	<u>2,424</u>	<u>765</u>	<u>91,689</u>

Although there may be considerable difference between the carrying value and market value of the land and buildings the trustees do not consider it to be a practicable exercise to have the property revalued each year.

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.24	31.3.23
	£	£
Trade debtors	27,349	25,699
Prepayments and accrued income	<u>202</u>	<u>1,380</u>
	<u>27,551</u>	<u>27,079</u>

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.24	31.3.23
	£	£
Social security and other taxes	5,009	3,821
Other creditors	-	532
Accruals	3,930	4,222
Deferred income	<u>20,799</u>	<u>63,917</u>
	<u>29,738</u>	<u>72,492</u>

Deferred income

	2024	2023
	£	£
Deferred income is included within:		
Creditors due within one year	<u>20,799</u>	<u>63,917</u>
	<u>20,799</u>	<u>63,917</u>

The movement in deferred income during the year was as follows:

Grants received:		
Total deferred income at 1 April 2023	63,917	36,121
Amounts received in year	163,581	307,955
Amounts credited to statement of financial activities	<u>(206,699)</u>	<u>(280,159)</u>
	<u>20,799</u>	<u>63,917</u>

Income from grants received has been deferred where time related performance conditions have not been met.

16. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.3.24	31.3.23
	£	£
Within one year	<u>635</u>	<u>635</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

17. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	211,595	(5,446)	206,149
Lloyds Bank Foundation	<u>12,416</u>	<u>257</u>	<u>12,673</u>
	224,011	(5,189)	218,822
Restricted funds			
Awards for All	2,451	(536)	1,915
Big Lottery Fund Positive Minds	12,006	(12,006)	-
Rank Apprentice Gold Award	6,554	5,146	11,700
NHS Briefing	12,873	(12,873)	-
Core 20 Connector	16,628	(5,195)	11,433
Access for Justice	10,070	(10,070)	-
National Lottery Community Fund- RC Midlands Region	<u>-</u>	<u>17,968</u>	<u>17,968</u>
	<u>60,582</u>	<u>(17,566)</u>	<u>43,016</u>
TOTAL FUNDS	<u>284,593</u>	<u>(22,755)</u>	<u>261,838</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	55,918	(61,364)	(5,446)
Lloyds Bank Foundation	<u>24,999</u>	<u>(24,742)</u>	<u>257</u>
	80,917	(86,106)	(5,189)
Restricted funds			
Awards for All	-	(536)	(536)
Big Lottery Fund Positive Minds	18,118	(30,124)	(12,006)
VITA Health	83,196	(83,196)	-
Rank Apprentice Gold Award	7,500	(2,354)	5,146
NHS Briefing	-	(12,873)	(12,873)
Core 20 Connector	8,500	(13,695)	(5,195)
Access for Justice	-	(10,070)	(10,070)
LLR - ICB	5,000	(5,000)	-
National Lottery Community Fund- RC Midlands Region	<u>33,930</u>	<u>(15,962)</u>	<u>17,968</u>
National Grid	<u>5,000</u>	<u>(5,000)</u>	<u>-</u>
	<u>161,244</u>	<u>(178,810)</u>	<u>(17,566)</u>
TOTAL FUNDS	<u>242,161</u>	<u>(264,916)</u>	<u>(22,755)</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

17. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.22 £	Prior year adjustment £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds					
General fund	136,148	61,707	1,356	12,384	211,595
Lloyds Bank Foundation	-	-	12,416	-	12,416
	136,148	61,707	13,772	12,384	224,011
Restricted funds					
Awards for All	12,289	(5,837)	(1,485)	(2,516)	2,451
The Good Things Foundation	(654)	654	-	-	-
Big Lottery Fund Positive Minds	2,179	3,708	6,119	-	12,006
National Lottery Beyond Lockdown Project	2,917	(2,917)	-	-	-
VITA Health	23,849	(22,107)	(10,778)	9,036	-
Good Things Foundation Census	6,156	(6,156)	-	-	-
Time to Shine Leadership Programme	10,130	(10,130)	-	-	-
Tech For Schools	3,100	(3,100)	-	-	-
LCC - Casework	(3,834)	(2,856)	6,690	-	-
Rank Apprentice Gold Award	-	-	6,554	-	6,554
NHS Briefing	-	-	16,777	(3,904)	12,873
Core 20 Connector	-	-	16,628	-	16,628
Rank Foundation Profit For Good	-	10,000	5,000	(15,000)	-
Access for Justice	39,361	(22,966)	(6,325)	-	10,070
	95,493	(61,707)	39,180	(12,384)	60,582
TOTAL FUNDS	<u>231,641</u>	<u>-</u>	<u>52,952</u>	<u>-</u>	<u>284,593</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

17. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	65,419	(64,063)	1,356
Lloyds Bank Foundation	<u>25,001</u>	<u>(12,585)</u>	<u>12,416</u>
	90,420	(76,648)	13,772
Restricted funds			
Awards for All	1	(1,486)	(1,485)
Big Lottery Fund Positive Minds	51,562	(45,443)	6,119
VITA Health	62,396	(73,174)	(10,778)
LCC - Casework	14,959	(8,269)	6,690
Rank Apprentice Gold Award	20,000	(13,446)	6,554
NHS Briefing	17,000	(223)	16,777
Core 20 Connector	25,755	(9,127)	16,628
Rank Foundation Profit For Good	5,000	-	5,000
Access for Justice	<u>12,196</u>	<u>(18,521)</u>	<u>(6,325)</u>
	<u>208,869</u>	<u>(169,689)</u>	<u>39,180</u>
TOTAL FUNDS	<u>299,289</u>	<u>(246,337)</u>	<u>52,952</u>

Lloyds Bank Foundation was funding received in March 2022 to support our core work, over two years. We employed a full time Operations Officer from this grant on a two-year fixed term contract. The funding ended in March 2024.

Awards for All is funding for the purchase of computer equipment.

The Big Lottery Positive Minds Grant is a 5 year Big Lottery project in raising awareness and offering support for mental health issues to BAME people.

The Access for Justice Leadership project is funding for casework, running expenses, debt training and executive officer salary (£2,500) for leadership training and external consultants.

Rank Apprentice Gold Award is funding from the Rank Foundation for a youth project inspired by "The Apprentice" helping young people with enterprise.

The VITA Health fund an agreement with NHS England to assist the BAME community with support towards healthy living.

National Lottery Community Fund- RC Midlands Region is funding for the "EmpowHer" project which is a 5 year project which aims to assist young people in enterprise, as well as focusing on mental and physical health.

NHS Briefing is funding from East Leicestershire Clinical Commissioning Group (CCG) towards a befriending project offering one to one support for the BAME community across Charnwood.

Core 20 Connector is funding from the NHS for a programme working towards identifying and reducing healthcare inequalities across different communities.

LLR - ICB is funding from the Leicester, Leicestershire and Rutland Integrated Care Board towards addressing care inequalities across different communities.

National Grid was a three month grant received for January to March 2024 to assist in the running of the charity's operations.

EQUALITY ACTION LTD

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

18. RELATED PARTY DISCLOSURES

During the year the charity received donations totalling £5,000 (2023: £NIL) from trustees and related parties. These were received without restriction or condition.

There were no related party transactions identified that require disclosure for the year ended 31st March 2023.

EQUALITY ACTION LTD

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2024

	31.3.24	31.3.23
	£	£
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	9,230	13,681
Gift aid	1,743	-
Grants	<u>115,003</u>	<u>171,213</u>
	125,976	184,894
Investments		
Deposit account interest	1,089	114
Charitable activities		
Casework income	23,400	4,900
Grants	<u>91,696</u>	<u>108,946</u>
	115,096	113,846
Other		
Other Income	-	<u>435</u>
Total incoming resources	<u>242,161</u>	<u>299,289</u>
EXPENDITURE		
Charitable activities		
Wages	199,116	178,375
Social security	9,541	8,478
Pensions	3,120	2,924
Rates and water	369	345
Insurance	2,514	3,345
Light and heat	1,939	4,524
Telephone	2,989	2,536
Postage, printing and stationery	9,546	17,781
Advertising	-	450
General	1,997	613
Direct project expenditure	19,719	16,741
Repairs and maintenance	1,745	1,950
Travel	68	384
Affiliation	98	133
Mortgage interest	-	31
Bank charges	215	206
Computer Expenses	1,411	1,429
Computer equipment	<u>722</u>	<u>1,200</u>
	255,109	241,445
Support costs		
Finance		
Loss on sale of tangible fixed assets	-	1,241
Governance costs		
Independent Examiners' remuneration	9,807	3,651

This page does not form part of the statutory financial statements

EQUALITY ACTION LTD

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2024

	31.3.24	31.3.23
	<u>£</u>	<u>£</u>
Total resources expended	<u>264,916</u>	<u>246,337</u>
Net (expenditure)/income	<u><u>(22,755)</u></u>	<u><u>52,952</u></u>

This page does not form part of the statutory financial statements

EQUALITY ACTION LTD

England & Wales - Charity number 1088411

Accounts

REGISTERED COMPANY NUMBER: 04198889 (England and Wales)
REGISTERED CHARITY NUMBER: 1088411

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023
FOR
EQUALITY ACTION LTD**

Duncan & Toplis Limited
3 Princes Court
Royal Way
Loughborough
Leicestershire
LE11 5XR

EQUALITY ACTION LTD

**CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

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EQUALITY ACTION LTD

**REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 MARCH 2023**

TRUSTEES	Geetha Balasubramaniam (Chair appointed April 2022) Emily Keightley (Vice-Chair) Rachel Susan Thorpe (appointed 10.1.23) Jill Vincent Alea Begum Bint Hanif Charles Dobbin Kirit Mistry Zam Zam Yusuf Lisa Vine (resigned 8.4.22) Monica Sharman (resigned 18.1.23) Abida Akram (appointed 14.9.22) Osamudiam Adetutu (appointed 14.9.22) Ben Smith (appointed 14.9.22)
COMPANY SECRETARY	Varsha Parmar
REGISTERED OFFICE	66 Nottingham Road Loughborough Leicestershire LE11 1EU
REGISTERED COMPANY NUMBER	04198889 (England and Wales)
REGISTERED CHARITY NUMBER	1088411
INDEPENDENT EXAMINER	Duncan & Toplis Limited 3 Princes Court Royal Way Loughborough Leicestershire LE11 5XR
BANKERS	Lloyds bank plc High Street Loughborough Leicestershire LE11 2QG

EQUALITY ACTION LTD (REGISTERED NUMBER: 04198889)

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

To work towards eliminating discrimination, to promote equality of opportunity and good relations between all persons in the Borough of Charnwood, in the County of Leicestershire.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

As a strategic partner of Charnwood Borough Council, the charity continued to play a major role in promoting community cohesion by co-ordinating inter-faith and inter-cultural events including Loughborough Mela. The charity continued to work with like-minded partners.

The charity's Five-Year Big Lottery funded project (Positive Minds Project) is in its fifth year and focuses on mental health work among the BAME community. This is due to end in December 2023; however, we have applied to build on this work with another 5-year project which is under consideration.

The charity secured a five-year contract with Vita Health to deliver a project on mental health and referrals. This started in April 2021 and is in Year 3.

The charity secured funding from The Community Justice Fund (Access for Justice) in April 2021 for general casework which will continue till December 2023.

The charity secured funding from Leicestershire County Council in April 2021 for general casework which ended in March 2023.

The charity secured a grant of £9k towards new computers and training room renovations in February 2022. This has been spent by March 2023.

The charity secured funding from Lloyds Bank Foundation in March 2022 to support our core work, over two years. We employed a full time Operations Officer from this grant on a two-year fixed term contract.

The funding also gave us in-kind consultancy support which enabled the charity to re-visit its strategic aims and missions, strengthen its safeguarding policy and is working on its marketing, communications and fundraising in 2023/24 with support from external consultants.

The charity secured funding of £21,740 in June 2022 from NHS Leicester City Clinical Commissioning Group for a project Core 20 Plus Connectors to engage with people on four clinical areas. We have a part-time post attached to this.

The charity secured funding of £17,000 from the Mental Health & Wellbeing Grant Fund in April 2023 to deliver a befriending scheme. These funds will be used by end of March 2024.

FINANCIAL REVIEW

Financial position

The charity has total funds carried forward of £284,593 (2022: £231,641) made up of unrestricted funds of £224,011 (2022: £197,855) and restricted funds of £60,582 (2022: £33,786).

The trustees resolve that the charity maintains unrestricted reserves of £50,000, equivalent to two months operational and redundancy reserves as per charity commission guidelines.

Going concern

Trustees are confident the charity has sufficient resources to meet its obligation to funders and clients during 2023 - 2024.

EQUALITY ACTION LTD (REGISTERED NUMBER: 04198889)

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is a company limited by guarantee. The charity's objects are to work towards eliminating discrimination and to promote equality of opportunity and good relations between all persons in the Borough of Charnwood, in the County of Leicestershire. The charity is governed by its Memorandum and Articles of Association dated 19 August 2008.

Recruitment and appointment of new trustees

The trustees who served during the year were:

G Bala (Chair)
E Keightley (Vice-Chair)
R Thorpe (Treasurer - appointed Jan 2023)
J Vincent
A Sayed Bint Hanif
C Dobbin
M Sharman resigned Jan 2023
Z Yusuf
K Mistry
A Akram (appointed 14.9.2022)
O Adetutu (appointed 14.9.2022)
B Smith (appointed 14.9.2022)

The board of trustees, which can have up to 12 members, strives to recruit members able to offer skills appropriate to a Company Limited by Guarantee. New trustees are introduced to the workings of the charity. Trustees are encouraged to identify training needs and attend appropriate external courses. It administers the charity and meets monthly. There are subcommittees responsible for membership, personnel, finance and property, marketing and publicity.

Partnership Work

The charity works in partnership with statutory, voluntary agencies and with community groups, these include Charnwood Borough Council, The Bridge, Citizen's Advice Bureau, Living Without Abuse, John Storer Charnwood, Fearon Hall, Loughborough Council of Faiths and other community groups.

Risk management and Reserves Policy

The trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to them. A key element in the management of financial risk is the setting of a reserves policy and its regular review by trustees. Trustees have resolved to ensure that the charity is able to continue to provide all services for a period of at least two months in the event of a significant proportion of our income not being realised and also, in the event of having to come to a close, sufficient funds to meet all its obligations.

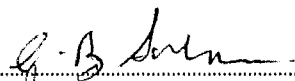
In order to meet these obligations, the trustees have set a minimum level of £50,000 for the charity's free reserves.

Disclosure of information to the independent examiner

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the independent examination, but of which the independent examiner is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the independent examiner is aware of such information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 17/10/22 and signed on its behalf by:


.....
Geetha Balasubramaniam - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
EQUALITY ACTION LTD**

Independent examiner's report to the trustees of Equality Action Ltd ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company 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 your 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 - matters of concern identified

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination.

I have identified a matter of concern in my report to draw readers attention to the material prior year adjustments referred to in Note 12 to the financial statements.

After undertaking a review it was brought to our attention that the funds balances disclosed in the prior financial statements did not agree with internal financial reports that were not previously made available to us. It was noted that in these internal financial reports, there were additional adjustments made in respect of apportionment of expenditure and transfers of residual balances to the general fund, which had been omitted from the records used in the preparation of the financial statements. These have therefore been reconciled and corrected in the current period.

Regarding the transfers of residual balances to the general fund we have not been able to obtain confirmatory evidence in all cases that the transfer was in accordance with the grant conditions or subsequent approval by the grant funder was received. We have relied on management representations that the transfers were permitted, that no monies are due back to the funders and that on completion of the projects the residual funds are become available for general use by the charity.

I confirm that no other matters have come to my attention in connection with the examination giving me reasonable cause to believe that in any material respect:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts 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; and
4. the accounts 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)).

I confirm that there are no other matters to which your attention should be drawn to enable a proper understanding of the accounts to be reached.



Niall Kingsley (FCA)
The Institute of Chartered Accountants in England and Wales

Duncan & Toplis Limited
3 Princes Court
Royal Way
Loughborough
Leicestershire
LE11 5XR

Date: 01/11/2023

EQUALITY ACTION LTD

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds	Restricted funds	2023 Total funds	2022 Total funds as restated
		£	£	£	£
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	84,972	208,868	293,840	279,094
Charitable activities					
LCC - Casework		4,900	-	4,900	1,500
Investments	4	109	-	109	5
Other		439	1	440	517
Total		<u>90,420</u>	<u>208,869</u>	<u>299,289</u>	<u>281,116</u>
EXPENDITURE ON					
Charitable activities					
Promotion of equality and opportunity	5	67,213	-	67,213	67,444
Awards for All (IT equipment)		-	1,486	1,486	3,052
Big Lottery Improving Lives		-	-	-	169
The Good Things Foundation		-	-	-	6,106
Big Lottery Positive Minds		-	45,443	45,443	45,445
VITA Health		-	73,174	73,174	58,692
Time to Shine Leadership Programme		-	-	-	17,448
LCC - Casework		-	8,269	8,269	14,732
Rank Apprentice		-	13,446	13,446	-
NHS Briefing		-	223	223	-
Core 20 Connector		-	9,127	9,127	-
Lloyds Bank Foundation		9,435	-	9,435	-
Access for Justice		-	18,521	18,521	31,405
Total		<u>76,648</u>	<u>169,689</u>	<u>246,337</u>	<u>244,493</u>
NET INCOME					
Transfers between funds	17	13,772	39,180	52,952	36,623
		<u>12,384</u>	<u>(12,384)</u>	<u>-</u>	<u>-</u>
Net movement in funds		<u>26,156</u>	<u>26,796</u>	<u>52,952</u>	<u>36,623</u>
RECONCILIATION OF FUNDS					
Total funds brought forward					
As previously reported		136,148	95,493	231,641	195,018
Prior year adjustment	12	61,707	(61,707)	-	-
As restated		<u>197,855</u>	<u>33,786</u>	<u>231,641</u>	<u>195,018</u>
TOTAL FUNDS CARRIED FORWARD					
		<u>224,011</u>	<u>60,582</u>	<u>284,593</u>	<u>231,641</u>

The notes form part of these financial statements

EQUALITY ACTION LTD (REGISTERED NUMBER: 04198889)

STATEMENT OF FINANCIAL POSITION
31 MARCH 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds as restated £
FIXED ASSETS					
Tangible assets	13	88,500	3,189	91,689	90,982
CURRENT ASSETS					
Debtors	14	27,079	-	27,079	318
Cash at bank		142,009	96,309	238,318	183,973
		<u>169,088</u>	<u>96,309</u>	<u>265,397</u>	<u>184,291</u>
CREDITORS					
Amounts falling due within one year	15	(33,577)	(38,916)	(72,493)	(43,632)
		<u>135,511</u>	<u>57,393</u>	<u>192,904</u>	<u>140,659</u>
NET CURRENT ASSETS					
		<u>224,011</u>	<u>60,582</u>	<u>284,593</u>	<u>231,641</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>224,011</u>	<u>60,582</u>	<u>284,593</u>	<u>231,641</u>
NET ASSETS					
		<u>224,011</u>	<u>60,582</u>	<u>284,593</u>	<u>231,641</u>
FUNDS					
Unrestricted funds	17			224,011	197,855
Restricted funds				60,582	33,786
TOTAL FUNDS					
				<u>284,593</u>	<u>231,641</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 17/10/23 and were signed on its behalf by:



Geetha Balasubramaniam - Trustee

The notes form part of these financial statements

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

1. CHARITY INFORMATION

The charity is a Private Limited Company by Guarantee incorporated and registered in England and Wales under company number 4198889 and with the Charity Commission under number 1088411. The registered office is 66 Nottingham Road, Loughborough, Leicestershire LE11 1EU.

The charity changed its name from Human Rights and Equalities Charnwood on 14th February 2017.

The nature of the charity's operations and its principal activities are given in the Report of the Trustees on page 2.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements contain information about Equality Action Ltd as an individual charitable company.

The financial statements are presented in £ Sterling and are rounded to the nearest pound.

The charitable company is a public benefit entity as defined by FRS102.

The going concern basis is dependent on the charity continuing to receive grant funding.

The trustees are satisfied that the grant funding is sufficient for the charity to continue to operate as a going concern and therefore these accounts have been prepared on a going concern basis.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Financial reporting standard 102 - reduced disclosure exemptions

The charitable company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants is recognised at fair value when the charity has entitlement after any performance conditions are met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Tangible fixed assets costing more than £500 are capitalised and included at cost including any incidental expenses on acquisition.

Tangible fixed assets are stated at cost less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

2. ACCOUNTING POLICIES - continued

Tangible fixed assets

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Fixtures and fittings	15% reducing balance
Office equipment	25% reducing balance

No depreciation is provided on the charity's property as it is the organisation's policy to maintain this so as to extend its useful life.

Taxation

The charity is exempt from corporation tax on its charitable activities.

The Charity is not required to register for VAT. All income and expenses include VAT where applicable.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Critical accounting judgements and estimation uncertainty

In the application of the charitable company's accounting policies, management is required to make judgements, estimates and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

There are no critical accounting judgements or estimation uncertainty that, in the opinion of the trustees, will have a material effect on the financial statements.

3. DONATIONS AND LEGACIES

			2023	2022 as restated
	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Donations	13,681	-	13,681	19,614
Grants	71,291	208,868	280,159	259,480
	<u>84,972</u>	<u>208,868</u>	<u>293,840</u>	<u>279,094</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

3. DONATIONS AND LEGACIES - continued

Grants received, included in the above, are as follows:

	2023	2022 as restated
	£	£
Lloyds Foundation	27,500	-
Charnwood Borough Council	35,954	33,228
Awards for All	-	9,000
The Good Things Foundation	-	3,943
Big Lottery Positive Minds	51,562	45,697
VITA Health	83,192	83,200
Time to Shine Leadership Programme	-	15,470
Tech For Schools	-	3,100
Leicestershire County Council- Communities Fund	-	8,042
Profit For Good	5,000	10,000
NHS Briefing	19,000	-
Rank Apprentice	20,000	-
Core 20 Connector	25,754	-
Access for Justice	12,197	47,800
	<u>280,159</u>	<u>259,480</u>

Included within grants receivable are the following amounts:

Charnwood Borough Council Strategic Partnership £20,454 (2022: £20,978).

Charnwood Borough Council Immigration Work £4,200 (2022: £7,250).

Charnwood Borough Council Support Work £1,000 (2022: £5,000).

Leicestershire County Council- Communities Fund £Nil (2022: £8,042).

Big Lottery- Positive Minds £54,355 (2022: £30,181).

Big Lottery- Improving Lives £Nil (2022: £21,715).

National Lottery- Awards For All £Nil (2022: £9,000).

NHS Midlands and Lancashire £1,200 (2022: £Nil)

NHS Shared Business Services £21,740 (2022: £Nil)

NHS Leicester, Leicestershire & Rutland £4,011 (2022: £Nil)

Leicester Partnership NHS Trust £2,000 (2022: £Nil)

Which are government grants as defined by the SORP.

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

4. INVESTMENTS

	Unrestricted funds	Restricted funds	2023 Total funds	2022 as restated Total funds
	£	£	£	£
Deposit account interest	109	-	109	5
	<u>109</u>	<u>-</u>	<u>109</u>	<u>5</u>

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 6)	Support costs (see note 7)	Totals
	£	£	£
Promotion of equality and opportunity	65,419	1,794	67,213
Awards for All (IT equipment)	1,298	188	1,486
Big Lottery Positive Minds	43,774	1,669	45,443
VITA Health	71,933	1,241	73,174
LCC - Casework	8,269	-	8,269
Rank Apprentice	13,446	-	13,446
NHS Briefing	223	-	223
Core 20 Connector	9,127	-	9,127
Lloyds Bank Foundation	9,435	-	9,435
Access for Justice	18,521	-	18,521
	<u>241,445</u>	<u>4,892</u>	<u>246,337</u>

6. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2023	2022 as restated
	£	£
Staff costs	189,777	196,234
Rates and water	345	255
Insurance	3,345	2,969
Light and heat	4,524	2,667
Telephone	2,536	3,769
Postage, printing and stationery	17,781	6,341
Advertising	450	-
General	613	7,771
Direct project expenditure	16,741	8,889
Repairs and maintenance	1,950	8,350
Travel	384	688
Affiliation	133	132
Mortgage interest	31	94
Bank charges	206	211
Computer Expenses	1,429	-
Depreciation	1,200	783
	<u>241,445</u>	<u>239,153</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

7. SUPPORT COSTS

	Finance £	Governance costs £	Totals £
Promotion of equality and opportunity	589	1,205	1,794
Awards for All (IT equipment)	188	-	188
Big Lottery Positive Minds	464	1,205	1,669
VITA Health	-	1,241	1,241
	<u>1,241</u>	<u>3,651</u>	<u>4,892</u>

Support costs, included in the above, are as follows:

	Promotion of equality and opportunity £	Awards for All (IT equipment) £	Big Lottery Positive Minds £
Loss on sale of tangible fixed assets	589	188	464
Independent Examiners' remuneration	1,205	-	1,205
	<u>1,794</u>	<u>188</u>	<u>1,669</u>
		2023	2022 as restated
	VITA Health £	Total activities £	Total activities £
Loss on sale of tangible fixed assets	-	1,241	-
Independent Examiners' remuneration	1,241	3,651	5,340
	<u>1,241</u>	<u>4,892</u>	<u>5,340</u>

8. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2023 £	2022 as restated £
Depreciation - owned assets	1,200	783
Deficit on disposal of fixed assets	1,241	-
Operating lease rentals	635	635
	<u>3,076</u>	<u>1,418</u>

9. INDEPENDENT EXAMINERS' REMUNERATION

	2023 £	2022 as restated £
Other non-assurance services	-	1,440
Accounts and independent examination fees	3,651	3,900
	<u>3,651</u>	<u>5,340</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2023 nor for the year ended 31 March 2022.

11. STAFF COSTS

	2023	2022 as restated
	£	£
Wages and salaries	178,375	183,627
Social security costs	8,478	9,814
Other pension costs	2,924	2,793
	<u>189,777</u>	<u>196,234</u>

The total employment benefits of the key management personnel of the charity were £38,366 (2022- £36,603).

The average monthly number of employees during the year was as follows:

	2023	2022 as restated
Charitable activities	10	9
Management and administration	1	1
Trustees	11	9
	<u>22</u>	<u>19</u>

No employees received emoluments in excess of £60,000.

12. PRIOR YEAR ADJUSTMENT

While reviewing the current funding of the charity, it came to the attention of the trustees that there were historical discrepancies between the fund balances disclosed in the financial statements and the true balances of the restricted funds. This related to additional costs incurred towards the purposes of those funds which had been recorded on internal financial information but omitted from the records provided and used in the preparation of the financial statements. As a result, these costs had been recognised as general fund expenditure. Furthermore, as disclosed in Note 17, there were some residual balances transferred from restricted funds to the general fund as permitted by the terms of the applicable funding or subsequently approved by the grant providers on completion of relevant projects. These were similarly omitted from the records provided and used to prepare the financial statements. A prior year adjustment has been made to present the correct fund balances as of 31st March 2022. There was no impact on the surplus of the charity, however, unrestricted reserves have increased by £61,707.

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

13. TANGIBLE FIXED ASSETS

	Land & buildings £	Office equipment £	Fixtures and fittings £	Totals £
COST				
At 1 April 2022	124,379	25,825	3,265	153,469
Additions	-	2,247	900	3,147
Disposals	-	(24,665)	(3,265)	(27,930)
	<u>124,379</u>	<u>3,407</u>	<u>900</u>	<u>128,686</u>
At 31 March 2023	124,379	3,407	900	128,686
DEPRECIATION				
At 1 April 2022	35,879	23,532	3,076	62,487
Charge for year	-	1,049	151	1,200
Eliminated on disposal	-	(23,598)	(3,092)	(26,690)
	<u>35,879</u>	<u>983</u>	<u>135</u>	<u>36,997</u>
At 31 March 2023	35,879	983	135	36,997
NET BOOK VALUE				
At 31 March 2023	<u>88,500</u>	<u>2,424</u>	<u>765</u>	<u>91,689</u>
At 31 March 2022	<u>88,500</u>	<u>2,293</u>	<u>189</u>	<u>90,982</u>

Although there may be considerable difference between the carrying value and market value of the land and buildings the trustees do not consider it to be a practicable exercise to have the property revalued each year.

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 as restated £
Trade debtors	25,699	-
Prepayments and accrued income	1,380	318
	<u>27,079</u>	<u>318</u>

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 as restated £
Social security and other taxes	3,822	3,079
Other creditors	532	532
Accruals	4,222	3,900
Deferred income	63,917	36,121
	<u>72,493</u>	<u>43,632</u>
Deferred Income		
	2023 £	2022 £
Deferred income is included within:		
Creditors due within one year	63,917	36,121
	<u>63,917</u>	<u>36,121</u>

The movement in deferred income during the year was as follows:

Grants received:		
Total deferred income at 1 April 2022	36,121	21,245
Amounts received in year	307,954	274,357

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR - continued

Amounts credited to statement of financial activities	(280,158)	(259,481)
	<u>63,917</u>	<u>36,121</u>

Income from grants received has been deferred where time related performance conditions have not been met.

16. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2023	2022 as restated
	£	£
Within one year	<u>635</u>	<u>635</u>

17. MOVEMENT IN FUNDS

	At 1.4.22 £	Prior year adjustment £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds					
General fund	136,148	61,707	1,356	12,384	211,595
Lloyds Bank Foundation	-	-	12,416	-	12,416
	<u>136,148</u>	<u>61,707</u>	<u>13,772</u>	<u>12,384</u>	<u>224,011</u>
Restricted funds					
Awards for All	12,289	(5,837)	(1,485)	(2,516)	2,451
The Good Things Foundation	(654)	654	-	-	-
Big Lottery Fund Positive Minds	2,179	3,708	6,119	-	12,006
National Lottery Beyond Lockdown Project	2,917	(2,917)	-	-	-
VITA Health	23,849	(22,107)	(10,778)	9,036	-
Good Things Foundation Census	6,156	(6,156)	-	-	-
Time to Shine Leadership Programme	10,130	(10,130)	-	-	-
Tech For Schools	3,100	(3,100)	-	-	-
LCC - Casework	(3,834)	(2,856)	6,690	-	-
Rank Apprentice Gold Award	-	-	6,554	-	6,554
NHS Briefing	-	-	16,777	(3,904)	12,873
Core 20 Connector	-	-	16,628	-	16,628
Rank Foundation Profit For Good	-	10,000	5,000	(15,000)	-
Access for Justice	39,361	(22,966)	(6,325)	-	10,070
	<u>95,493</u>	<u>(61,707)</u>	<u>39,180</u>	<u>(12,384)</u>	<u>60,582</u>
TOTAL FUNDS	<u>231,641</u>	<u>-</u>	<u>52,952</u>	<u>-</u>	<u>284,593</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

17. MOVEMENT IN FUNDS - continued

Net movement In funds, Included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	65,419	(64,063)	1,356
Lloyds Bank Foundation	25,001	(12,585)	12,416
	<u>90,420</u>	<u>(76,648)</u>	<u>13,772</u>
Restricted funds			
Awards for All	1	(1,486)	(1,485)
Big Lottery Fund Positive Minds	51,562	(45,443)	6,119
VITA Health	62,396	(73,174)	(10,778)
LCC - Casework	14,959	(8,269)	6,690
Rank Apprentice Gold Award	20,000	(13,446)	6,554
NHS Briefing	17,000	(223)	16,777
Core 20 Connector	25,755	(9,127)	16,628
Rank Foundation Profit For Good	5,000	-	5,000
Access for Justice	12,196	(18,521)	(6,325)
	<u>208,869</u>	<u>(169,689)</u>	<u>39,180</u>
TOTAL FUNDS	<u>299,289</u>	<u>(246,337)</u>	<u>52,952</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

17. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.21 £	Prior year adjustment £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds					
General fund	117,184	28,170	(10,100)	62,601	197,855
Hastings Direct	107	-	(107)	-	-
Access for Justice Leadership- Unrestricted	2,500	-	(2,500)	-	-
	<u>119,791</u>	<u>28,170</u>	<u>(12,707)</u>	<u>62,601</u>	<u>197,855</u>
Restricted funds					
Big Lottery Chances for All	1,753	-	-	(1,753)	-
Awards for All	3,571	(3,067)	5,948	-	6,452
Charnwood disability forum	502	-	-	(502)	-
Big Lottery Improving Lives	26,759	-	(169)	(26,590)	-
The Good Things Foundation	1,384	-	(2,038)	654	-
Big Lottery Fund Positive Minds	22,441	(16,807)	252	-	5,886
National Lottery Beyond Lockdown Project	2,917	-	-	(2,917)	-
VITA Health	(660)	-	24,509	(22,107)	1,742
Good Things Foundation Census	6,156	-	-	(6,156)	-
Time to Shine Leadership Programme	2,108	-	(1,978)	(130)	-
Tech For Schools	-	-	3,100	(3,100)	-
LCC - Casework	-	-	(6,690)	-	(6,690)
Rank Foundation Profit For Good	-	-	10,000	-	10,000
Access for Justice	8,296	(8,296)	16,396	-	16,396
	<u>75,227</u>	<u>(28,170)</u>	<u>49,330</u>	<u>(62,601)</u>	<u>33,786</u>
TOTAL FUNDS	<u>195,018</u>	<u>-</u>	<u>36,623</u>	<u>-</u>	<u>231,641</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

17. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	54,737	(64,837)	(10,100)
Hastings Direct	-	(107)	(107)
Access for Justice Leadership- Unrestricted	-	(2,500)	(2,500)
	<u>54,737</u>	<u>(67,444)</u>	<u>(12,707)</u>
Restricted funds			
Awards for All	9,000	(3,052)	5,948
Big Lottery Improving Lives	-	(169)	(169)
The Good Things Foundation	4,068	(6,106)	(2,038)
Big Lottery Fund Positive Minds	45,697	(45,445)	252
VITA Health	83,201	(58,692)	24,509
Time to Shine Leadership Programme	15,470	(17,448)	(1,978)
Tech For Schools	3,100	-	3,100
LCC - Casework	8,042	(14,732)	(6,690)
Rank Foundation Profit For Good	10,000	-	10,000
Access for Justice	47,801	(31,405)	16,396
	<u>226,379</u>	<u>(177,049)</u>	<u>49,330</u>
TOTAL FUNDS	<u>281,116</u>	<u>(244,493)</u>	<u>36,623</u>

Awards for All is funding for the purchase of computer equipment.

The Big Lottery Improving Lives was a 5 year Big Lottery project empowering men from a South Asian background.

The Good Things Foundation grant was to provide English classes for BAME women.

The Big Lottery Positive Minds Grant is a 5 year Big Lottery project in raising awareness and offering support for mental health issues to BAME people.

The National Lottery Beyond Lockdown project was a partnership initiative of community groups working in Loughborough East to support people affected by the Covid situation.

The Access for Justice Leadership project is funding for casework, running expenses, debt training and executive officer salary (£2,500) for leadership training and external consultants.

The Good Things Foundation Census was a contract for the Office for National Statistics to deliver 2021 Census support to the public with funding for DBS checks, training and delivery hours.

The Time To Shine Leadership Programme is funding to enable individuals with the right skills mix, talent and work ethic, the opportunity to experience a 12- month paid leadership and development placement in a charity.

The Tech For Schools project was the charity's response to the local need for schoolchildren to be able to use laptops at home during the Covid crisis in 3 ways:

1. By coordinating the collection of old laptops and their delivery to Limehurst Academy.
2. A few people chose to donate money to Equality Action via PayPal. This was used to purchase computers and deliver to Limehurst Academy.
3. By setting up an Amazon wish-list for the public to pay for equipment directly (no money coming to the charity).

The VITA Health fund an agreement with NHS England to assist the BAME community with support towards healthy living.

EQUALITY ACTION LTD

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**

17. MOVEMENT IN FUNDS - continued

Transfers between funds

Where permitted by the terms of the funding and with the agreement of the respective funders, the charity transfers any surplus or residual balances from restricted funds to the general fund at the end of the period.

18. RELATED PARTY DISCLOSURES

There were no related party transactions identified that require disclosure for the years ended 31st March 2023 and 31st March 2022.

EQUALITY ACTION LTD

England & Wales - Charity number 1088411

Accounts

REGISTERED COMPANY NUMBER: 04198889 (England and Wales)
REGISTERED CHARITY NUMBER: 1088411

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022
FOR
EQUALITY ACTION LTD**

Duncan & Toplis Limited
3 Princes Court
Royal Way
Loughborough
Leicestershire
LE11 5XR

EQUALITY ACTION LTD

**CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

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EQUALITY ACTION LTD

**REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 MARCH 2022**

TRUSTEES	Jill Vincent Abida Akram (resigned 18.8.21) Yasmin Ali (resigned 18.8.21) Emily Keightley (Vice-Chair) Alea Begum Bint Hanif Lisa Vine (resigned 31.3.22) Charles Dobbin Peter Lewis (resigned 31.3.22) Geetha Balasubramaniam (Chair appointed April 2022) (appointed 18.8.21) Kirit Mistry (appointed 18.8.21) Monica Sharman (appointed 18.8.21) Zam Zam Yusuf (appointed 18.8.21)
COMPANY SECRETARY	Trevor Shaw
REGISTERED OFFICE	66 Nottingham Road LOUGHBOROUGH Leicestershire LE11 1EU
REGISTERED COMPANY NUMBER	04198889 (England and Wales)
REGISTERED CHARITY NUMBER	1088411
INDEPENDENT EXAMINER	Duncan & Toplis Limited 3 Princes Court Royal Way Loughborough Leicestershire LE11 5XR
BANKERS	Lloyds bank plc High Street Loughborough Leicestershire LE11 2QG

EQUALITY ACTION LTD

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

To work towards eliminating discrimination, to promote equality of opportunity and good relations between all persons in the Borough of Charnwood, in the County of Leicestershire.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

As a strategic partner of Charnwood Borough Council, the charity continued to play a major role in promoting community cohesion by co-ordinating inter-faith and inter-cultural events including Loughborough Mela. The charity continued to work with like-minded partners.

The charity's Five-Year Big Lottery funded project (Positive Minds Project) is in its fourth year and focuses on mental health work among the BAME community.

The charity secured a five-year contract with Vita Health to deliver a project on mental health and referrals. This started in April 2021.

The charity secured funding from The Community Justice Fund (Access for Justice) in April 2021 for general casework.

The charity secured funding from Leicestershire County Council in April 2021 for general casework.

The charity secured a grant of £9k towards new computers and training room renovations in February 2022. This will be spent during 2022/23.

The charity secured funding from Lloyds Bank Foundation in March 2022 to support our core work, over two years.

The Time to Shine project funded by the Rank Foundation ended in January 2022.

COVID 19

Trustees were committed to abiding by Government advice and instructions regarding the Covid pandemic and continued to ensure compliance with all regulations.

FINANCIAL REVIEW

Financial position

The charity has total funds carried forward of £231,640 (2021: £195,018) made up of unrestricted funds of £136,148 (2021: £119,791) and restricted funds of £95,492 (2021: £75,227).

Going concern

Trustees are confident the charity has sufficient resources to meet its obligation to funders and clients during 2022 - 2023.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is a company limited by guarantee. The charity's objects are to work towards eliminating discrimination and to promote equality of opportunity and good relations between all persons in the Borough of Charnwood, in the County of Leicestershire. The charity is governed by its Memorandum and Articles of Association dated 19 August 2008.

EQUALITY ACTION LTD

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

The trustees who served during the year were:

Geetha Balasubramaniam (appointed 18/08/2021) (Appointed Chair April 2022)
Emily Keightley (Vice Chair)
Lisa Vine (resigned 31/03/2022)
Jill Vincent
Alea Begum Bint Hanif
Charles Dobbin
Monica Sharman (appointed 18/08/2021)
Zam Zam Yusuf (appointed 18/08/2021)
Kirit Mistry (appointed 18/08/2021)
Peter Lewis (resigned 31/03/2022)
Abida Akram (resigned 18/08/2021)
Yasmin Ali (resigned 18/08/2021)

The board of trustees, which can have up to 12 members, strives to recruit members able to offer skills appropriate to a Company Limited by Guarantee. New trustees are introduced to the workings of the charity. Trustees are encouraged to identify training needs and attend appropriate external courses. It administers the charity and meets monthly. There are subcommittees responsible for membership, personnel, finance and property, marketing and publicity.

Wider network

During the year financial support was given by Charnwood Borough Council and The National Lottery Community Fund and other national funders to carry out work programmes for them

The charity works in partnership with statutory, voluntary agencies and with community groups, these include Charnwood Borough Council, The Bridge, Citizen's Advice Bureau, Living Without Abuse, John Storer Charnwood, Fearon Hall and Loughborough Council of Faiths.

Risk management

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to them. A key element in the management of financial risk is the setting of a reserves policy and its regular review by trustees. Trustees have resolved to ensure that the charity is able to continue to provide all services for a period of at least two months in the event of a significant proportion of our income not being realised and also, in the event of having to come to a close, sufficient funds to meet all its obligations.


In order to meet these obligations, the trustees have set a minimum level of £35,000 for the charity's free reserves.

Disclosure of information to the Independent examiner

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the independent examination, but of which the independent examiner is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the independent examiner is aware of such information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 9th September, 22 and signed on its behalf by:


.....
Geetha Balasubramaniam - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
EQUALITY ACTION LTD**

Independent examiner's report to the trustees of Equality Action Ltd ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2022.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company 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 your 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.

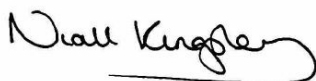
Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of ACA which is one of the listed bodies.

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 Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts 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 accounts 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)).

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.



Niall Kingsley
ACA
Duncan & Toplis Limited
3 Princes Court
Royal Way
Loughborough
Leicestershire
LE11 5XR

Date: 09/09/2022

EQUALITY ACTION LTD

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	54,342	226,252	280,594	241,297
Investments	3	5	-	5	2
Other		390	126	516	662
Total		<u>54,737</u>	<u>226,378</u>	<u>281,115</u>	<u>241,961</u>
EXPENDITURE ON					
Charitable activities					
Promotion of equality and opportunity	4	89,294	-	89,294	56,702
Awards for All (IT equipment)		-	282	282	376
Big Lottery Improving Lives		-	169	169	42,201
The Good Things Foundation		-	6,106	6,106	-
Big Lottery Positive Minds		-	43,891	43,891	37,516
National Lottery Beyond Lockdown Project		-	-	-	14,079
Access for Justice Casework		-	-	-	22,489
Charnwood Borough Council Covid Grant		-	-	-	3,000
Access for Justice Leadership		-	16,735	16,735	2,700
VITA Health		-	58,692	58,692	660
Good Things Foundation Census		-	-	-	496
Time to Shine Leadership Programme		-	17,448	17,448	4,100
Tech For Schools		-	-	-	1,378
LCC - Casework		-	11,876	11,876	-
Total		<u>89,294</u>	<u>155,199</u>	<u>244,493</u>	<u>185,697</u>
NET INCOME/(EXPENDITURE)		(34,557)	71,179	36,622	56,264
Transfers between funds	17	<u>50,914</u>	<u>(50,914)</u>	<u>-</u>	<u>-</u>
Net movement in funds		16,357	20,265	36,622	56,264
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>119,791</u>	<u>75,227</u>	<u>195,018</u>	<u>138,754</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>136,148</u></u>	<u><u>95,492</u></u>	<u><u>231,640</u></u>	<u><u>195,018</u></u>

The notes form part of these financial statements

EQUALITY ACTION LTD (REGISTERED NUMBER: 04198889)

STATEMENT OF FINANCIAL POSITION
31 MARCH 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Tangible assets	11	88,961	2,021	90,982	90,605
CURRENT ASSETS					
Debtors	12	318	-	318	15,498
Cash at bank		53,684	130,287	183,971	120,184
		<u>54,002</u>	<u>130,287</u>	<u>184,289</u>	<u>135,682</u>
CREDITORS					
Amounts falling due within one year	13	(6,815)	(36,816)	(43,631)	(31,269)
NET CURRENT ASSETS		<u>47,187</u>	<u>93,471</u>	<u>140,658</u>	<u>104,413</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>136,148</u>	<u>95,492</u>	<u>231,640</u>	<u>195,018</u>
NET ASSETS		<u>136,148</u>	<u>95,492</u>	<u>231,640</u>	<u>195,018</u>
FUNDS	17				
Unrestricted funds				136,148	119,791
Restricted funds				95,492	75,227
TOTAL FUNDS				<u>231,640</u>	<u>195,018</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.


The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 9th September 22 and were signed on its behalf by:



Geetha Balasubramaniam - Trustee

The notes form part of these financial statements

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements contain information about Equality Action Ltd as an individual charitable company.

The financial statements are presented in £ Sterling and are rounded to the nearest pound.

The charitable company is a public benefit entity as defined by FRS102.

The going concern basis is dependent on the charity continuing to receive grant funding.

The funding received from The Big Lottery Positive Minds grant is secure until July 2023.

Furthermore, the charity secured a Strategic Partnership Agreement with Charnwood Borough Council from April 2020 to March 2022 and has secured funding for 5 years from VITA Health starting April 2021.

The trustees are confident that the grant funding will continue on a basis that will provide the charity with sufficient resources for the foreseeable future.

Going Concern

Following the impact of Covid-19 in 2020/21, the charity was better able to provide its charitable activities during 2021/22.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Financial reporting standard 102 - reduced disclosure exemptions

The charitable company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants is recognised at fair value when the charity has entitlement after any performance conditions are met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Tangible fixed assets costing more than £500 are capitalised and included at cost including any incidental expenses on acquisition.

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

1. ACCOUNTING POLICIES - continued

Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Fixtures and fittings	15% reducing balance
Office equipment	25% reducing balance

No depreciation is provided on the charity's property as it is the organisation's policy to maintain this so as to extend its useful life.

Taxation

The charity is exempt from corporation tax on its charitable activities.

The Charity is not required to register for VAT. All income and expenses include VAT where applicable.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Critical accounting judgements and estimation uncertainty

In the application of the charitable company's accounting policies, management is required to make judgements, estimates and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

There are no critical accounting judgements or estimation uncertainty that, in the opinion of the trustees, will have a material effect on the financial statements.

Termination payments

Termination payment liabilities are recognised upon communication of intention to pay and when quantifiable. Such payments are accounted for as staff costs.

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

2. DONATIONS AND LEGACIES

	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
Donations	21,114	-	21,114	15,427
Grants	33,228	226,252	259,480	225,870
	<u>54,342</u>	<u>226,252</u>	<u>280,594</u>	<u>241,297</u>

Grants received, included in the above, are as follows:

	2022 £	2021 £
Charnwood Borough Council	33,228	20,978
Big Lottery Improving Lives	-	49,653
Awards for All	9,000	-
The Good Things Foundation	3,943	-
Big Lottery Positive Minds	45,697	45,606
National Lottery Beyond Lockdown Project	-	16,995
Access for Justice Casework	-	30,785
Hastings Direct	-	1,000
Charnwood Borough Council Covid Grant	-	3,000
Access for Justice Leadership	47,800	5,200
VITA Health	83,200	-
Good Things Foundation Census	-	6,652
Time to Shine Leadership Programme	25,470	6,208
Tech For Schools	3,100	1,378
HMRC Furlough Support	-	13,415
Government Covid-19 Business Support Grant	-	10,000
Leicestershire County Council- Communities Fund	8,042	15,000
	<u>259,480</u>	<u>225,870</u>

Included within grants receivable are the following amounts:

Charnwood Borough Council Strategic Partnership £20,978 (2021: £20,979).

Charnwood Borough Council Immigration Work £7,250 (2021: £NIL).

Charnwood Borough Council Support Work £5,000 (2021: £NIL).

Leicestershire County Council- Communities Fund £8,042 (2021: £15,000).

Big Lottery- Positive Minds £30,181 (2021: £45,606).

Big Lottery- Improving Lives £21,715 (2021: £49,654).

National Lottery- Awards For All £9,000 (2021: £NIL).

Charnwood Borough Council Covid Support Grant £NIL (2021: £3,000).

HMRC Covid Support Grant £NIL (2021: £10,000).

HMRC Furlough Scheme £NIL (2021: £13,415).

National Lottery- Beyond Lockdown Project £NIL(2021: £16,995).

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

2. DONATIONS AND LEGACIES - continued

Which are government grants as defined by the SORP.

3. INVESTMENTS

	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
Deposit account interest	5	-	5	2
	<u>5</u>	<u>-</u>	<u>5</u>	<u>2</u>

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 5) £	Support costs (see note 6) £	Totals £
Promotion of equality and opportunity	83,954	5,340	89,294
Awards for All (IT equipment)	282	-	282
Big Lottery Improving Lives	169	-	169
The Good Things Foundation	6,106	-	6,106
Big Lottery Positive Minds	43,891	-	43,891
Access for Justice Leadership	16,735	-	16,735
VITA Health	58,692	-	58,692
Time to Shine Leadership Programme	17,448	-	17,448
LCC - Casework	11,876	-	11,876
	<u>239,153</u>	<u>5,340</u>	<u>244,493</u>

5. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2022 £	2021 £
Staff costs	196,234	152,336
Rates and water	255	201
Insurance	2,969	2,548
Light and heat	2,667	1,918
Telephone	3,769	1,918
Postage, printing and stationery	6,341	3,538
General	7,771	1,688
Direct project expenditure	8,889	13,447
Repairs and maintenance	8,350	3,703
Travel	688	4
Affiliation	132	132
Mortgage interest	94	287
Bank charges	211	196
Recruitment costs	-	660
Depreciation	783	655
	<u>239,153</u>	<u>183,231</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

6. SUPPORT COSTS

	Governance costs
	£
Promotion of equality and opportunity	5,340
	<u>5,340</u>

Support costs, included in the above, are as follows:

	2022	2021
	Promotion of equality and opportunity	Total activities
	£	£
Independent Examiners' remuneration	5,340	2,466
	<u>5,340</u>	<u>2,466</u>

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2022	2021
	£	£
Depreciation - owned assets	783	655
Operating lease rentals	635	635
	<u>1,418</u>	<u>1,290</u>

8. INDEPENDENT EXAMINERS' REMUNERATION

	2022	2021
	£	£
Other non-assurance services	1,440	-
Accounts and independent examination fees	3,900	2,466
	<u>5,340</u>	<u>2,466</u>

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2022 nor for the year ended 31 March 2021.

10. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	183,627	144,375
Social security costs	9,814	5,882
Other pension costs	2,793	2,079
	<u>196,234</u>	<u>152,336</u>

There were no amounts relating to redundancies in 2022. Amounts relating to redundancies for 2021 were £4,986.

The total employment benefits of the key management personnel of the charity were £36,603 (2021- £37,343)

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

10. STAFF COSTS - continued

The average monthly number of employees during the year was as follows:

	2022	2021
Charitable activities	9	8
Management and administration	1	1
Trustees	9	10
	<u>19</u>	<u>19</u>

No employees received emoluments in excess of £60,000.

11. TANGIBLE FIXED ASSETS

	Land & buildings £	Office equipment £	Fixtures and fittings £	Totals £
COST				
At 1 April 2021	124,379	24,665	3,265	152,309
Additions	-	1,160	-	1,160
	<u>124,379</u>	<u>25,825</u>	<u>3,265</u>	<u>153,469</u>
At 31 March 2022	124,379	25,825	3,265	153,469
DEPRECIATION				
At 1 April 2021	35,879	22,768	3,057	61,704
Charge for year	-	764	19	783
	<u>35,879</u>	<u>23,532</u>	<u>3,076</u>	<u>62,487</u>
At 31 March 2022	35,879	23,532	3,076	62,487
NET BOOK VALUE				
At 31 March 2022	<u>88,500</u>	<u>2,293</u>	<u>189</u>	<u>90,982</u>
At 31 March 2021	<u>88,500</u>	<u>1,897</u>	<u>208</u>	<u>90,605</u>

Although there may be considerable difference between the carrying value and market value of the land and buildings the trustees do not consider it to be a practicable exercise to have the property revalued each year.

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Prepayments and accrued income	<u>318</u>	<u>15,498</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Bank loans and overdrafts (see note 14)	-	3,350
Social security and other taxes	3,078	1,872
Other creditors	532	2,336
Accruals	3,900	2,466
Deferred income	36,121	21,245
	<u>43,631</u>	<u>31,269</u>

Deferred Income

	2022	2021
	£	£
Deferred income is included within:		
Creditors due within one year	36,121	21,245
	<u>36,121</u>	<u>21,245</u>

The movement in deferred income during the year was as follows:

Grants received:		
Total deferred income at 1 April 2021	21,245	20,482
Amounts received in year	274,357	226,634
Amounts credited to statement of financial activities	(259,481)	(225,871)
	<u>36,121</u>	<u>21,245</u>

Income from grants received has been deferred where time related performance conditions have not been met.

14. LOANS

An analysis of the maturity of loans is given below:

	2022	2021
	£	£
Amounts falling due within one year on demand:		
Bank loans	-	3,350
	<u>-</u>	<u>3,350</u>

15. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2022	2021
	£	£
Within one year	635	635
	<u>635</u>	<u>635</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

16. SECURED DEBTS

The mortgage loan is secured on the freehold property and was fully paid off this year. At 31 March 2021 £3,350 remained.

17. MOVEMENT IN FUNDS

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	117,184	(31,950)	50,914	136,148
Hastings Direct	107	(107)	-	-
Access for Justice Leadership- Unrestricted	2,500	(2,500)	-	-
	<u>119,791</u>	<u>(34,557)</u>	<u>50,914</u>	<u>136,148</u>
Restricted funds				
Big Lottery Chances for All	1,753	-	(1,753)	-
Awards for All	3,571	8,718	-	12,289
Charnwood disability forum	502	-	(502)	-
Big Lottery Improving Lives	26,759	(169)	(26,590)	-
The Good Things Foundation	1,384	(2,038)	-	(654)
Big Lottery Fund Positive Minds	22,441	1,806	(22,069)	2,178
National Lottery Beyond Lockdown Project	2,917	-	-	2,917
Access for Justice Casework	8,296	-	-	8,296
Access for Justice Leadership	-	31,065	-	31,065
VITA Health	(660)	24,509	-	23,849
Good Things Foundation Census	6,156	-	-	6,156
Time to Shine Leadership Programme	2,108	8,022	-	10,130
Tech For Schools	-	3,100	-	3,100
LCC - Casework	-	(3,834)	-	(3,834)
	<u>75,227</u>	<u>71,179</u>	<u>(50,914)</u>	<u>95,492</u>
TOTAL FUNDS	<u>195,018</u>	<u>36,622</u>	<u>-</u>	<u>231,640</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

17. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	54,737	(86,687)	(31,950)
Hastings Direct	-	(107)	(107)
Access for Justice Leadership- Unrestricted	-	(2,500)	(2,500)
	<u>54,737</u>	<u>(89,294)</u>	<u>(34,557)</u>
Restricted funds			
Awards for All	9,000	(282)	8,718
Big Lottery Improving Lives	-	(169)	(169)
The Good Things Foundation	4,068	(6,106)	(2,038)
Big Lottery Fund Positive Minds	45,697	(43,891)	1,806
Access for Justice Leadership	47,800	(16,735)	31,065
VITA Health	83,201	(58,692)	24,509
Time to Shine Leadership Programme	25,470	(17,448)	8,022
Tech For Schools	3,100	-	3,100
LCC - Casework	8,042	(11,876)	(3,834)
	<u>226,378</u>	<u>(155,199)</u>	<u>71,179</u>
TOTAL FUNDS	<u>281,115</u>	<u>(244,493)</u>	<u>36,622</u>

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	97,511	19,673	117,184
Hastings Direct	-	107	107
Access for Justice Leadership- Unrestricted	-	2,500	2,500
	<u>97,511</u>	<u>22,280</u>	<u>119,791</u>
Restricted funds			
Big Lottery Chances for All	1,753	-	1,753
Awards for All	3,947	(376)	3,571
Charnwood disability forum	502	-	502
Big Lottery Improving Lives	19,306	7,453	26,759
The Good Things Foundation	1,384	-	1,384
Big Lottery Fund Positive Minds	14,351	8,090	22,441
National Lottery Beyond Lockdown Project	-	2,917	2,917
Access for Justice Casework	-	8,296	8,296
VITA Health	-	(660)	(660)
Good Things Foundation Census	-	6,156	6,156
Time to Shine Leadership Programme	-	2,108	2,108
	<u>41,243</u>	<u>33,984</u>	<u>75,227</u>
TOTAL FUNDS	<u>138,754</u>	<u>56,264</u>	<u>195,018</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

17. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	75,482	(55,809)	19,673
Hastings Direct	1,000	(893)	107
Access for Justice Leadership- Unrestricted	2,500	-	2,500
Charnwood Borough Council Covid Grant	3,000	(3,000)	-
	<u>81,982</u>	<u>(59,702)</u>	<u>22,280</u>
Restricted funds			
Awards for All	-	(376)	(376)
Big Lottery Improving Lives	49,654	(42,201)	7,453
Big Lottery Fund Positive Minds	45,606	(37,516)	8,090
National Lottery Beyond Lockdown Project	16,996	(14,079)	2,917
Access for Justice Casework	30,785	(22,489)	8,296
Access for Justice Leadership	2,700	(2,700)	-
VITA Health	-	(660)	(660)
Good Things Foundation Census	6,652	(496)	6,156
Time to Shine Leadership Programme	6,208	(4,100)	2,108
Tech For Schools	1,378	(1,378)	-
	<u>159,979</u>	<u>(125,995)</u>	<u>33,984</u>
TOTAL FUNDS	<u>241,961</u>	<u>(185,697)</u>	<u>56,264</u>

Awards for All is funding for the purchase of computer equipment.

The Big Lottery Improving Lives is a 5 year Big Lottery project empowering men from a South Asian background.

The Good Things Foundation grant was to provide English classes for BAME women.

The Big Lottery Positive Minds Grant is a 5 year Big Lottery project in raising awareness and offering support for mental health issues to BAME people.

The National Lottery Beyond Lockdown project is a partnership initiative of community groups working in Loughborough East to support people affected by the Covid situation.

The Access for Justice Casework project is funding for casework, running expenses and debt training.

The Charnwood Borough Council Covid Grant was awarded September 2020 to enable the charity to adapt its premises to accommodate Covid restrictions.

The Access for Justice Leadership project is funding for Executive Officer salary (£2,500) for leadership training and external consultants for the Access for Justice project.

The Good Things Foundation Census is a contract for the Office for National Statistics to deliver 2021 Census support to the public with funding for DBS checks, training and delivery hours.

The Time To Shine Leadership Programme is funding to enable individuals with the right skills mix, talent and work ethic, the opportunity to experience a 12- month paid leadership and development placement in a charity.

The Tech For Schools project was the charity's response to the local need for schoolchildren to be able to use laptops at home during the Covid crisis in 3 ways:

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2022

17. MOVEMENT IN FUNDS - continued

1. By coordinating the collection of old laptops and their delivery to Limehurst Academy.
2. A few people chose to donate money to Equality Action via PayPal. This was used to purchase computers and deliver to Limehurst Academy.
3. By setting up an Amazon wish-list for the public to pay for equipment directly (no money coming to the charity).

The VITA Health fund above is in respect of a new project beginning in April 2021. This fund was overdrawn at the year end due to initial set up costs of this project, incurred in the year, prior to the commencement of this project.

Transfers between funds

Big Lottery Chances For All and Charnwood Disability Forum

These projects have been completed and formally agreed and signed off by the respective funders. Upon review by the trustees, it was considered that these are not restricted balances set aside for specific purposes, they are residual balances which should be cleared down, and as such, these have been transferred to the general fund to formally close these funds.

Big Lottery Improving Lives

The expenditure of this project was recognised in the financial statements across the life of this project based on the actual project costs. However, it was agreed throughout the project that the Charity could claim the full cost of this project factoring in apportioned running costs associated with this.

These apportioned costs were recognised within the general fund throughout the project. Upon completion of this project there was a balance left on this fund because of these. The trustees note retrospectively that these should have been allocated to this fund throughout this project.

Therefore, given the fund provider has formally signed off this project as completed, the trustees consider it reasonable to transfer this remaining balance to the general fund to effectively repay these apportioned costs spent out of the general fund throughout the project.

Big Lottery Positive Minds

In light of the above adjustment to the Improving Lives fund, the ongoing Positive Minds project was reviewed.

Again, it was noted that the apportioned costs have been recognised within the general fund throughout the project to date. The trustees note retrospectively that these should have been allocated to this fund throughout this project.

Therefore, the trustees consider it reasonable to transfer the balance of the apportioned costs to date the general fund to effectively repay these in order to show the true value of this fund as of 31st March 2022.

18. RELATED PARTY DISCLOSURES

There were no related party transactions identified that require disclosure for the years ended 31st March 2022 and 31st March 2021.

EQUALITY ACTION LTD

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

19. CHARITY INFORMATION

The charity is a Private Limited Company by Guarantee incorporated and registered in England and Wales under company number 4198889 and with the Charity Commission under number 1088411. The registered office is 66 Nottingham Road, Loughborough, Leicestershire LE11 1EU.

The charity changed its name from Human Rights and Equalities Charnwood on 14th February 2017.

The nature of the charity's operations and its principal activities are given in the Report of the Trustees on page 2.

EQUALITY ACTION LTD**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022**

	2022 £	2021 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	21,114	15,427
Grants	259,480	225,870
	<u>280,594</u>	<u>241,297</u>
Investments		
Deposit account interest	5	2
Other		
No description	516	662
	<u>281,115</u>	<u>241,961</u>
Total incoming resources	281,115	241,961
EXPENDITURE		
Charitable activities		
Wages	183,627	144,375
Social security	9,814	5,882
Pensions	2,793	2,079
Rates and water	255	201
Insurance	2,969	2,548
Light and heat	2,667	1,918
Telephone	3,769	1,918
Postage, printing and stationery	6,341	3,538
General	7,771	1,688
Direct project expenditure	8,889	13,447
Repairs and maintenance	8,350	3,703
Travel	688	4
Affiliation	132	132
Mortgage interest	94	287
Bank charges	211	196
Recruitment costs	-	660
Computer equipment	783	655
	<u>239,153</u>	<u>183,231</u>
Support costs		
Governance costs		
Independent Examiners' remuneration	5,340	2,466
	<u>244,493</u>	<u>185,697</u>
Total resources expended	244,493	185,697
Net income	<u>36,622</u>	<u>56,264</u>

This page does not form part of the statutory financial statements

EQUALITY ACTION LTD

England & Wales - Charity number 1088411

Accounts

REGISTERED COMPANY NUMBER: 04198889 (England and Wales)
REGISTERED CHARITY NUMBER: 1088411

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021
FOR
EQUALITY ACTION LTD

Duncan & Toplis Limited
3 Princes Court,
Royal Way
Loughborough
Leicestershire
LE11 5XR

EQUALITY ACTION LTD

**CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

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Statement of Financial Activities	6
Statement of Financial Position	7 to 8
Notes to the Financial Statements	9 to 21

EQUALITY ACTION LTD

**REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 MARCH 2021**

TRUSTEES	Dr J Vincent Mr A Payne Mr A Akram Mr Y Ali Mrs L D Foukes (resigned 22.9.20) Mr D G Featonby (resigned 22.9.20) Mrs E Keightley Mrs A Sayed Bin Hanif Ms L Vine Rev C Dobbin Mr P G Lewis (appointed 22.9.20) Mr D Karia (appointed 22.9.20) (resigned 14.1.21)
COMPANY SECRETARY	Mr T W Shaw
REGISTERED OFFICE	66 Nottingham Road LOUGHBOROUGH Leicestershire LE11 1EU
REGISTERED COMPANY NUMBER	04198889 (England and Wales)
REGISTERED CHARITY NUMBER	1088411
INDEPENDENT EXAMINER	Duncan & Toplis Limited 3 Princes Court, Royal Way Loughborough Leicestershire LE11 5XR
BANKERS	Lloyds bank plc High Street Loughborough Leicestershire LE11 2QG

EQUALITY ACTION LTD

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

To work towards eliminating discrimination, to promote equality of opportunity and good relations between all persons in the Borough of Charnwood, in the County of Leicestershire.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

As a strategic partner of Charnwood Borough Council, the charity continued to play a major role in promoting community cohesion by co-ordinating inter-faith and inter-cultural events including Loughborough Mela. The charity continued to work with like-minded partners.

The charity delivered the final year of its Five-Year Big Lottery funded project (Improving Lives Project) working with men from Black, Asian & Minority Ethnic backgrounds (BAME). This delivered outcomes around health, employment and worked at building community resilience around extremism and radicalisation.

The charity's Five-Year Big Lottery funded project (Positive Minds Project) is in its third year and focuses on mental health work among the BAME community.

During the year the charity secured a contract with National Census to support those who struggled to complete their digital census forms.

FINANCIAL REVIEW

Financial position

The charity has total funds carried forward of £195,018 (2020: £138,754) made up of unrestricted funds of £119,791 (2020: £97,551) and restricted funds of £75,227 (2020: £41,243).

Going concern

Trustees are confident the charity has sufficient resources to meet its obligation to funders and clients during 2021 - 2022.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is a company limited by guarantee. The charity's objects are to work towards eliminating discrimination and to promote equality of opportunity and good relations between all persons in the Borough of Charnwood, in the County of Leicestershire. The charity is governed by its Memorandum and Articles of Association dated 19 August 2008.

EQUALITY ACTION LTD

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

The trustees who served during the year were:

L Vine (Chair)
Y Ali (Vice-Chair)
J Vincent
A Akram
L D Foukes (resigned 22.9.2020)
D G Featonby (resigned 22.9.2020)
D Karia (appointed 22.9.2020 resigned 14.1.2021)
E Keightley
A Sayed Bint Hanif
C Dobbin
P Lewis (appointed 22.9.2020)

The board of trustees, which has up to 12 members, strives to recruit members able to offer skills appropriate to a Company Limited by Guarantee. New trustees are introduced to the workings of the charity. Trustees are encouraged to identify training needs and attend appropriate external courses. It administers the charity and meets monthly. There are subcommittees responsible for membership, personnel, finance and property, marketing and publicity.

Wider network

During the year financial support was given by Charnwood Borough Council and The National Lottery Community Fund to carry out work programmes for them.

The charity works in partnership with statutory, voluntary agencies and with community groups, these include Charnwood Borough Council, The Bridge, Citizen's Advice Bureau, Living Without Abuse, John Storer Charnwood, Fearon Hall and Loughborough Council of Faiths.

EQUALITY ACTION LTD

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to them. A key element in the management of financial risk is the setting of a reserves policy and its regular review by trustees. Trustees have resolved to ensure that the charity is able to continue to provide all services for a period of at least two months in the event of a significant proportion of our income not being realised and also, in the event of having to come to a close, sufficient funds to meet all its obligations.

In order to meet these obligations, the trustees have set a minimum level of £35,000 for the charity's free reserves.

Covid-19 pandemic

Trustees were committed to abiding by Government advice and instructions regarding the pandemic.

In March 2020 following Government guidance the charity went into the first lockdown. The office closed during this period, with staff working remotely where appropriate. In this way, the charity was able to continue to support those most vulnerable in its community through projects and casework. The charity used mediums like WhatsApp calls and telephone calls to reach people during the lockdown.

The charity delivered several short term projects coming out of the first lockdown, using funding that came available. Beyond this, the charity secured Big Lottery Community Funding for a six- month project to support and help people coming out of lockdown. It delivered well-being sessions and engaged with people in different ways including small group exercise sessions, online Facebook activities and sending well-being packs to people in their homes.

The charity secured funding from the Community Justice Foundation (Access for Justice) to deliver pandemic related casework during October 2020 to March 2021.

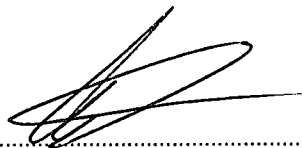
The charity strengthened its work in Loughborough East with key partners, including Charnwood Borough Council, to assist those who were affected by the pandemic, this included ensuring people could access benefit advice, food banks and support with their mental health.

Disclosure of information to the Independent examiner

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the independent examination, but of which the independent examiner is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the independent examiner is aware of such information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on18/6/21..... and signed on its behalf by:



.....
Ms L Vine - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
EQUALITY ACTION LTD**

Independent examiner's report to the trustees of Equality Action Ltd ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2021.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

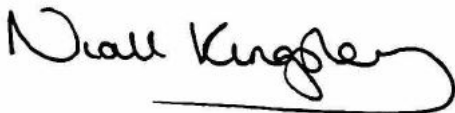
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). 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 Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts 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 accounts 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)).

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.



Niall Kingsley ACA
Duncan & Toplis Limited
3 Princes Court,
Royal Way
Loughborough
Leicestershire
LE11 5XR

Date: 01/07/2021
Date:

EQUALITY ACTION LTD

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	81,320	159,979	241,299	157,579
Investments	3	2	-	2	11
Other		<u>660</u>	<u>-</u>	<u>660</u>	<u>2,291</u>
Total		81,982	159,979	241,961	159,881
EXPENDITURE ON					
Charitable activities					
Promotion of equality and opportunity	4	56,702	-	56,702	48,569
Awards for All (IT equipment)		-	376	376	-
Big Lottery Improving Lives		-	42,201	42,201	53,983
The Helen Jean Cope Charity		-	-	-	1,000
Big Lottery Positive Minds		-	37,516	37,516	53,546
National Lottery Beyond Lockdown Project		-	14,079	14,079	-
Access for Justice Casework		-	22,489	22,489	-
Charnwood Borough Council Covid Grant		3,000	-	3,000	-
Access for Justice Leadership		-	2,700	2,700	-
VITA Health		-	660	660	-
Good Things Foundation Census		-	496	496	-
Time to Shine Leadership Programme		-	4,100	4,100	-
Tech For Schools		-	1,378	1,378	-
Total		59,702	125,995	185,697	157,098
NET INCOME		22,280	33,984	56,264	2,783
RECONCILIATION OF FUNDS					
Total funds brought forward		97,511	41,243	138,754	135,971
TOTAL FUNDS CARRIED FORWARD		<u>119,791</u>	<u>75,227</u>	<u>195,018</u>	<u>138,754</u>

The notes form part of these financial statements

EQUALITY ACTION LTD (REGISTERED NUMBER: 04198889)

STATEMENT OF FINANCIAL POSITION
31 MARCH 2021

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
FIXED ASSETS					
Tangible assets	12	89,071	1,534	90,605	91,260
CURRENT ASSETS					
Debtors	13	15,498	-	15,498	873
Cash at bank		<u>23,088</u>	<u>97,096</u>	<u>120,184</u>	<u>78,627</u>
		38,586	97,096	135,682	79,500
CREDITORS					
Amounts falling due within one year	14	(7,866)	(23,403)	(31,269)	(28,686)
		<u>30,720</u>	<u>73,693</u>	<u>104,413</u>	<u>50,814</u>
NET CURRENT ASSETS					
		<u>30,720</u>	<u>73,693</u>	<u>104,413</u>	<u>50,814</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		119,791	75,227	195,018	142,074
CREDITORS					
Amounts falling due after more than one year	15	-	-	-	(3,320)
		<u>119,791</u>	<u>75,227</u>	<u>195,018</u>	<u>138,754</u>
NET ASSETS					
		<u>119,791</u>	<u>75,227</u>	<u>195,018</u>	<u>138,754</u>
FUNDS					
	19				
Unrestricted funds				119,791	97,511
Restricted funds				<u>75,227</u>	<u>41,243</u>
TOTAL FUNDS					
				<u>195,018</u>	<u>138,754</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

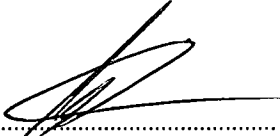
The notes form part of these financial statements

EQUALITY ACTION LTD (REGISTERED NUMBER: 04198889)

STATEMENT OF FINANCIAL POSITION - continued
31 MARCH 2021

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved and authorised for issue by the Board of Trustees and authorised for issue on18.6.21..... and were signed on its behalf by:



.....
Ms L Vine - Trustee

The notes form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements contain information about Equality Action Ltd as an individual charitable company.

The financial statements are presented in £ Sterling and are rounded to the nearest pound.

The charitable company is a public benefit entity as defined by FRS102.

The going concern basis is dependent on the charity continuing to receive grant funding.

The funding received from The Big Lottery Positive Minds grant is secure until July 2023 and The Rank Foundation Time to Shine Leadership Foundation funding is secure until January 2022.

Furthermore, the charity secured a Strategic Partnership Agreement with Charnwood Borough Council from April 2020 to March 2022 and is entering into a new project with VITA Health from April 2021.

The trustees are confident that the grant funding will continue on a basis that will provide the charity with sufficient resources for the foreseeable future.

Going Concern

There has been a global pandemic from the outbreak of Covid-19. The potential impact of Covid-19 became significant in March 2020 and is causing widespread disruption to all aspects of economic, social and charitable activity across the world, including the UK. As a result, the charity's operations have been significantly changed since March 2020, with services being provided remotely, and staff working from home where possible.

The Trustees are confident that the charity is in a position to manage the situation and consider that the charity has sufficient cash reserves to continue and have mitigated the financial effects of this by applying for and receiving a one-off unrestricted grant from Charnwood Borough Council to assist with the running costs of the charity and utilising the government's furlough scheme for employees who have been unable to work as a result of the pandemic.

Furthermore, the charity has entered into a number of Covid specific short term projects throughout the last 12 months, with funders being very supportive and appreciating the need for the Charity to support individuals in coping with the impact of the pandemic.

It is on this basis that the trustees consider it appropriate to prepare the financial statements on the going concern basis and the financial statements do not include any adjustments that may result should this grant funding not continue.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021

1. ACCOUNTING POLICIES - continued

Financial reporting standard 102 - reduced disclosure exemptions

The charitable company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants is recognised at fair value when the charity has entitlement after any performance conditions are met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Tangible fixed assets costing more than £500 are capitalised and included at cost including any incidental expenses on acquisition.

Tangible fixed assets are stated at cost less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Fixtures and fittings	15% reducing balance
Office equipment	25% reducing balance

No depreciation is provided on the charity's property as it is the organisation's policy to maintain this so as to extend its useful life.

Taxation

The charity is exempt from corporation tax on its charitable activities.

The Charity is not required to register for VAT. All income and expenses include VAT where applicable.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income and gains are allocated to the specific fund.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021

1. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Critical accounting judgements and estimation uncertainty

In the application of the charitable company's accounting policies, management is required to make judgements, estimates and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

There are no critical accounting judgements or estimation uncertainty that, in the opinion of the trustees, will have a material effect on the financial statements.

Termination payments

Termination payment liabilities are recognised upon communication of intention to pay and when quantifiable. Such payments are accounted for as staff costs.

2. DONATIONS AND LEGACIES

	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
Donations	15,427	-	15,427	25,850
Grants	<u>65,893</u>	<u>159,979</u>	<u>225,872</u>	<u>131,729</u>
	<u>81,320</u>	<u>159,979</u>	<u>241,299</u>	<u>157,579</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021

2. DONATIONS AND LEGACIES - continued

Grants received, included in the above, are as follows:

	2021	2020
	£	£
Charnwood Borough Council	20,979	20,978
The Helen Jean Cope Charity	-	1,000
Big Lottery Improving Lives	49,654	57,123
Big Lottery Positive Minds	45,606	52,628
National Lottery Beyond Lockdown Project	16,995	-
Access for Justice Casework	30,785	-
Hastings Direct	1,000	-
Charnwood Borough Council Covid Grant	3,000	-
Access for Justice Leadership	5,200	-
Good Things Foundation Census	6,652	-
Time to Shine Leadership Programme	6,208	-
Tech For Schools	1,378	-
HMRC Furlough Support	13,415	-
Government Covid-19 Business Support Grant	10,000	-
Leicestershire County Council- Communities Fund	<u>15,000</u>	<u>-</u>
	<u>225,872</u>	<u>131,729</u>

Included within grants receivable are the following amounts:

Charnwood Borough Council Strategic Partnership £20,979 (2020: £20,978).

Charnwood Borough Council Covid Support Grant £3,000 (2020: £NIL).

HMRC Covid Support Grant £10,000 (2020: £NIL).

HMRC Furlough Scheme £13,415 (2020: £NIL).

Leicestershire County Council- Communities Fund £15,000 (2020: £NIL).

Which are government grants as defined by the SORP.

3. INVESTMENTS

	Unrestricted funds	Restricted funds	2021 Total funds	2020 Total funds
	£	£	£	£
Deposit account interest	<u>2</u>	<u>-</u>	<u>2</u>	<u>11</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 5) £	Support costs (see note 6) £	Totals £
Promotion of equality and opportunity	54,236	2,466	56,702
Awards for All (IT equipment)	376	-	376
Big Lottery Improving Lives	42,201	-	42,201
Big Lottery Positive Minds	37,516	-	37,516
National Lottery Beyond Lockdown Project	14,079	-	14,079
Access for Justice Casework	22,489	-	22,489
Charnwood Borough Council Covid Grant	3,000	-	3,000
Access for Justice Leadership	2,700	-	2,700
VITA Health	660	-	660
Good Things Foundation Census	496	-	496
Time to Shine Leadership Programme	4,100	-	4,100
Tech For Schools	1,378	-	1,378
	<u>183,231</u>	<u>2,466</u>	<u>185,697</u>

5. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2021 £	2020 £
Staff costs	152,336	117,730
Rates and water	201	160
Insurance	2,548	2,523
Light and heat	1,918	1,534
Telephone	1,918	1,531
Postage, printing and stationery	3,538	3,265
General	1,688	2,861
Direct project expenditure	13,447	19,292
Repairs and maintenance	3,703	3,751
Travel	4	12
Affiliation	132	132
Mortgage interest	287	420
Bank charges	196	251
Recruitment costs	660	-
Depreciation	655	886
	<u>183,231</u>	<u>154,348</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021

6. SUPPORT COSTS

	Governance costs £ <u>2,466</u>
Promotion of equality and opportunity	

Support costs, included in the above, are as follows:

	2021 Promotion of equality and opportunity £ <u>2,466</u>	2020 Total activities £ <u>2,750</u>
Independent Examiners' remuneration		

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2021 £ 655 <u>628</u>	2020 £ 886 <u>628</u>
Depreciation - owned assets		
Operating lease rentals		

8. INDEPENDENT EXAMINERS' REMUNERATION

	2021 £ <u>2,466</u>	2020 £ <u>2,750</u>
Accounts and independent examination fees		

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2021 nor for the year ended 31 March 2020.

EQUALITY ACTION LTD

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

10. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	144,375	111,777
Social security costs	5,882	4,213
Other pension costs	<u>2,079</u>	<u>1,740</u>
	<u>152,336</u>	<u>117,730</u>

Included within wages and salaries above is £4,986 (2020: £NIL) in respect of redundancies. These amounts were paid out in respect of three job roles which became redundant at the completion of the Big Lottery Improving Lives project in January 2021.

The total employment benefits of the key management personnel of the charity were £37,343 (2020- £33,673)

The average monthly number of employees during the year was as follows:

	2021	2020
Charitable activities	8	7
Management and administration	1	1
Trustees	<u>10</u>	<u>10</u>
	<u>19</u>	<u>18</u>

No employees received emoluments in excess of £60,000.

11. DEFERRED INCOME

	2021	2020
	£	£
Deferred income is included within:		
Creditors due within one year	<u>21,245</u>	<u>20,482</u>
	<u>21,245</u>	<u>20,482</u>

The movement in deferred income during the year was as follows:

Grants received:		
Total deferred income at 1 April 2020	20,482	26,316
Amounts received in year	226,634	125,895
Amounts credited to statement of financial activities	<u>(225,871)</u>	<u>(131,729)</u>
	<u>21,245</u>	<u>20,482</u>

Income from grants received has been deferred where time related performance conditions have not been met.

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021

12. TANGIBLE FIXED ASSETS

	Land & buildings £	Office equipment £	Fixtures and fittings £	Totals £
COST				
At 1 April 2020 and 31 March 2021	<u>124,379</u>	<u>24,665</u>	<u>3,265</u>	<u>152,309</u>
DEPRECIATION				
At 1 April 2020	35,879	22,136	3,034	61,049
Charge for year	<u>-</u>	<u>632</u>	<u>23</u>	<u>655</u>
At 31 March 2021	<u>35,879</u>	<u>22,768</u>	<u>3,057</u>	<u>61,704</u>
NET BOOK VALUE				
At 31 March 2021	<u>88,500</u>	<u>1,897</u>	<u>208</u>	<u>90,605</u>
At 31 March 2020	<u>88,500</u>	<u>2,529</u>	<u>231</u>	<u>91,260</u>

Although there may be considerable difference between the carrying value and market value of the land and buildings the trustees do not consider it to be a practicable exercise to have the property revalued each year.

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Prepayments and accrued income	<u>15,498</u>	<u>873</u>

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Bank loans and overdrafts (see note 16)	3,350	3,351
Social security and other taxes	1,872	1,655
Other creditors	2,336	828
Accruals	2,466	2,370
Deferred income	<u>21,245</u>	<u>20,482</u>
	<u>31,269</u>	<u>28,686</u>

EQUALITY ACTION LTD

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

15. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2021	2020
	£	£
Bank loans (see note 16)	<u>-</u>	<u>3,320</u>

16. LOANS

An analysis of the maturity of loans is given below:

	2021	2020
	£	£
Amounts falling due within one year on demand:		
Bank loans	<u>3,350</u>	<u>3,351</u>
Amounts falling due between two and five years:		
Bank loans - 2-5 years	<u>-</u>	<u>3,320</u>

17. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2021	2020
	£	£
Within one year	635	626
Between one and five years	<u>-</u>	<u>635</u>
	<u>635</u>	<u>1,261</u>

18. SECURED DEBTS

The following secured debts are included within creditors:

	2021	2020
	£	£
Bank loans	<u>3,350</u>	<u>6,671</u>

The mortgage loan is secured on the freehold property. At 31 March 2021 £3,350 remained outstanding. The amounts are repayable by monthly installments over the remaining 1 year period. Interest is payable between 4.84% - 5.34% and is due on a quarterly basis.

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021

19. MOVEMENT IN FUNDS

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	97,511	19,673	117,184
Hastings Direct	-	107	107
Access for Justice Leadership- Unrestricted	-	<u>2,500</u>	<u>2,500</u>
	97,511	22,280	119,791
Restricted funds			
Big Lottery Chances for All	1,753	-	1,753
Awards for All	3,947	(376)	3,571
Charnwood disability forum	502	-	502
Big Lottery Improving Lives	19,306	7,453	26,759
The Good Things Foundation	1,384	-	1,384
Big Lottery Fund Positive Minds	14,351	8,090	22,441
National Lottery Beyond Lockdown Project	-	2,917	2,917
Access for Justice Casework	-	8,296	8,296
VITA Health	-	(660)	(660)
Good Things Foundation Census	-	6,156	6,156
Time to Shine Leadership Programme	-	<u>2,108</u>	<u>2,108</u>
	<u>41,243</u>	<u>33,984</u>	<u>75,227</u>
TOTAL FUNDS	<u><u>138,754</u></u>	<u><u>56,264</u></u>	<u><u>195,018</u></u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021

19. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	75,482	(55,809)	19,673
Hastings Direct	1,000	(893)	107
Access for Justice Leadership- Unrestricted	2,500	-	2,500
Charnwood Borough Council Covid Grant	<u>3,000</u>	<u>(3,000)</u>	<u>-</u>
	81,982	(59,702)	22,280
Restricted funds			
Awards for All	-	(376)	(376)
Big Lottery Improving Lives	49,654	(42,201)	7,453
Big Lottery Fund Positive Minds	45,606	(37,516)	8,090
National Lottery Beyond Lockdown Project	16,996	(14,079)	2,917
Access for Justice Casework	30,785	(22,489)	8,296
Access for Justice Leadership	2,700	(2,700)	-
VITA Health	-	(660)	(660)
Good Things Foundation Census	6,652	(496)	6,156
Time to Shine Leadership Programme	6,208	(4,100)	2,108
Tech For Schools	<u>1,378</u>	<u>(1,378)</u>	<u>-</u>
	<u>159,979</u>	<u>(125,995)</u>	<u>33,984</u>
TOTAL FUNDS	<u><u>241,961</u></u>	<u><u>(185,697)</u></u>	<u><u>56,264</u></u>

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	At 31.3.20 £
Unrestricted funds			
General fund	96,880	631	97,511
Restricted funds			
Big Lottery Chances for All	1,753	-	1,753
Awards for All	4,449	(502)	3,947
Charnwood disability forum	502	-	502
Big Lottery Improving Lives	16,291	3,015	19,306
The Good Things Foundation	1,384	-	1,384
Big Lottery Fund Positive Minds	<u>14,712</u>	<u>(361)</u>	<u>14,351</u>
	<u>39,091</u>	<u>2,152</u>	<u>41,243</u>
TOTAL FUNDS	<u><u>135,971</u></u>	<u><u>2,783</u></u>	<u><u>138,754</u></u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021

19. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	48,518	(47,887)	631
Restricted funds			
The Helen Jean Cope Charity	1,000	(1,000)	-
Awards for All	-	(502)	(502)
Big Lottery Improving Lives	57,734	(54,719)	3,015
Big Lottery Fund Positive Minds	<u>52,629</u>	<u>(52,990)</u>	<u>(361)</u>
	<u>111,363</u>	<u>(109,211)</u>	<u>2,152</u>
TOTAL FUNDS	<u>159,881</u>	<u>(157,098)</u>	<u>2,783</u>

The Big Lottery Chances for All is a 5 year Big Lottery project empowering women from a South Asian background, this project expired in November 2017.

Awards for All is funding for the purchase of computer equipment.

The Big Lottery Improving Lives is a 5 year Big Lottery project empowering men from a South Asian background.

The Good Things Foundation grant was to provide English classes for BAME women.

The Big Lottery Positive Minds Grant is a 5 year Big Lottery project in raising awareness and offering support for mental health issues to BAME people.

The National Lottery Beyond Lockdown project is a partnership initiative of community groups working in Loughborough East to support people affected by the Covid situation.

The Access for Justice Casework project is funding for casework, running expenses and debt training.

The Charnwood Borough Council Covid Grant was awarded September 2020 to enable the charity to adapt its premises to accommodate Covid restrictions.

The Access for Justice Leadership project is funding for Executive Officer salary (£2,500) for leadership training and external consultants for the Access for Justice project.

The Good Things Foundation Census is a contract for the Office for National Statistics to deliver 2021 Census support to the public with funding for DBS checks, training and delivery hours.

The Time To Shine Leadership Programme is funding to enable individuals with the right skills mix, talent and work ethic, the opportunity to experience a 12- month paid leadership and development placement in a charity.

The Tech For Schools project was the charity's response to the local need for schoolchildren to be able to use laptops at home during the Covid crisis in 3 ways:

1. By coordinating the collection of old laptops and their delivery to Limehurst Academy.

EQUALITY ACTION LTD

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

19. MOVEMENT IN FUNDS - continued

2. A few people chose to donate money to Equality Action via PayPal. This was used to purchase computers and deliver to Limehurst Academy.
3. By setting up an Amazon wish-list for the public to pay for equipment directly (no money coming to the charity).

The VITA Health fund above is in respect of a new project beginning in April 2021. This fund was overdrawn at the year-end due to initial set up costs of this project, incurred in the year, prior to the commencement of this project.

20. RELATED PARTY DISCLOSURES

There were no related party transactions identified that require disclosure for the years ended 31st March 2021 and 31st March 2020.

21. CHARITY INFORMATION

The charity is a Private Limited Company by Guarantee incorporated and registered in England and Wales under company number 4198889 and with the Charity Commission under number 1088411. The registered office is 66 Nottingham Road, Loughborough, Leicestershire LE11 1EU.

The charity changed its name from Human Rights and Equalities Charnwood on 14th February 2017.

The nature of the charity's operations and its principal activities are given in the Report of the Trustees on page 2.