

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

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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**

<b>TRUSTEES</b>	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)
<b>COMPANY SECRETARY</b>	Varsha Parmar
<b>REGISTERED OFFICE</b>	66 Nottingham Road Loughborough Leicestershire LE11 1EU
<b>REGISTERED COMPANY NUMBER</b>	04198889 (England and Wales)
<b>REGISTERED CHARITY NUMBER</b>	1088411
<b>INDEPENDENT EXAMINER</b>	Duncan & Toplis Limited 3 Princes Court Royal Way Loughborough Leicestershire LE11 5XR
<b>BANKERS</b>	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.

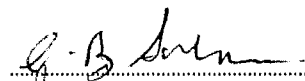
In order to meet these obligations, the trustees have set a minimum level of £50,000 for the charity's free reserves.

**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

		Unrestricted funds	Restricted funds	2023 Total funds	2022 Total funds as restated
	Notes	£	£	£	£
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	3	84,972	208,868	293,840	279,094
<b>Charitable activities</b>					
LCC - Casework		4,900	-	4,900	1,500
Investments	4	109	-	109	5
Other		439	1	440	517
<b>Total</b>		<u>90,420</u>	<u>208,869</u>	<u>299,289</u>	<u>281,116</u>
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>					
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
<b>Total</b>		<u>76,648</u>	<u>169,689</u>	<u>246,337</u>	<u>244,493</u>
<b>NET INCOME</b>					
Transfers between funds	17	13,772	39,180	52,952	36,623
		<u>12,384</u>	<u>(12,384)</u>	<u>-</u>	<u>-</u>
<b>Net movement in funds</b>		<u>26,156</u>	<u>26,796</u>	<u>52,952</u>	<u>36,623</u>
<b>RECONCILIATION OF FUNDS</b>					
<b>Total funds brought forward</b>					
As previously reported		136,148	95,493	231,641	195,018
Prior year adjustment	12	61,707	(61,707)	-	-
<b>As restated</b>		<u>197,855</u>	<u>33,786</u>	<u>231,641</u>	<u>195,018</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>					
		<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 £
<b>FIXED ASSETS</b>					
Tangible assets	13	88,500	3,189	91,689	90,982
<b>CURRENT ASSETS</b>					
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>
<b>CREDITORS</b>					
Amounts falling due within one year	15	(33,577)	(38,916)	(72,493)	(43,632)
<b>NET CURRENT ASSETS</b>		<u>135,511</u>	<u>57,393</u>	<u>192,904</u>	<u>140,659</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>224,011</u>	<u>60,582</u>	<u>284,593</u>	<u>231,641</u>
<b>NET ASSETS</b>		<u>224,011</u>	<u>60,582</u>	<u>284,593</u>	<u>231,641</u>
<b>FUNDS</b>	17				
Unrestricted funds				224,011	197,855
Restricted funds				<u>60,582</u>	<u>33,786</u>
<b>TOTAL FUNDS</b>				<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

			2023	2022 as restated
	Unrestricted funds	Restricted funds	Total funds	Total funds
	£	£	£	£
Deposit account interest	109	-	109	5

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
	241,445	4,892	246,337

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
	241,445	239,153

# **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 £
<b>COST</b>				
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)
At 31 March 2023	124,379	3,407	900	128,686
<b>DEPRECIATION</b>				
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)
At 31 March 2023	35,879	983	135	36,997
<b>NET BOOK VALUE</b>				
At 31 March 2023	88,500	2,424	765	91,689
At 31 March 2022	88,500	2,293	189	90,982

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
	27,079	318

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
	72,493	43,632
<b>Deferred Income</b>		
	2023 £	2022 £
Deferred income is included within:		
Creditors due within one year	63,917	36,121
	63,917	36,121

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 £
<b>Unrestricted funds</b>					
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>
<b>Restricted funds</b>					
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>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
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>
<b>Restricted funds</b>			
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>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>					
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>
<b>Restricted funds</b>					
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>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
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>
<b>Restricted funds</b>			
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>
<b>TOTAL FUNDS</b>	<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.