THE CENTRE FOR EQUALITY AND DIVERSITY

England & Wales · Charity number 1114821

Details

Status	Registered
Legal form	Charitable company
Company number	05745005
Registered	2006-06-23
Register	View on the Charity Commission register

Contact

Address	Centre For Equality & Diversity Holloway Chambers 28 Priory Street Dudley West Midlands DY1 1HA
Phone	01384 456166
Email	admin@cfed.org.uk
Website	www.cfed.org.uk

Activities

Objects: FOR THE PUBLIC BENEFIT WITHIN DUDLEY AND ITS SURROUNDING AREA OF THE WEST MIDLANDS, AND IN SUCH OTHER PARTS OF ENGLAND AS THE CHARITY MAY DETERMINE(I) TO PROMOTE EQUALITY OF OPPORTUNITY ACROSS ALL DIVERSITY STRANDS, INCLUDING RACE, GENDER, AGE, SEXUAL ORIENTATION, RELIGION AND DISABILITY; AND(II) TO ELIMINATE DISCRIMINATION BASED ON, OR HAVING REFERENCE TO, ALL OR ANY OF THE FOREGOING;(III) TO PROMOTE SUCH OR ANY CHARITABLE PURPOSES AS THE CHARITY SHALL THINK FIT.

Activities: We are an organisation dedicated to the support, protection and betterment of ethnic and minority groups whether classified by race, gender, physical disability, sexual orientation,age discrimination or religion and belief.

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Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **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:** WEST MIDLANDS
- Dudley

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£36,940	£43,628	-	-
2024-03-31	£42,414	£55,441	-	-
2023-03-31	£150,511	£115,998	-	-
2022-03-31	£93,891	£94,865	-	-
2021-03-31	£77,558	£67,128	-	-

Trustees

Name	Role	Appointed
MUSHTAQ HUSSAIN	Chair	
ANGELA EDWARDS		
Kulvinder Hira		2013-12-09
Michael Killin		2022-04-26
Paul Singh		2013-12-09
Sarojpal Norman		2022-03-31
Shajna Azad		2024-11-19

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THE CENTRE FOR EQUALITY AND DIVERSITY

England & Wales - Charity number 1114821

Accounts



Centre for Equality and Diversity

Annual Report

April 2024 – March 2025

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CHAIR'S REPORT

I want to start by thanking paid staff, volunteers, trustees and board members, and our funders for supporting us during this period - we had another year of successful operation thanks to the hard work and dedication of all.

We successfully secured funding from Dudley Council for Voluntary Services and continued - under a successful partnership agreement begun last financial year which continued this year - to address the wider determinants in health inequalities, both of which enabled us to continue to operate, meet our aims and serve our myriad communities this year.

Even though we continued to face financial challenges, we carried on providing a much-valued service. This was highlighted by being nominated, shortlisted and ultimately winning in the Diversity category of the Dudley Borough Community Awards 2024!! My thanks go to all who contributed to this success.

Our activities for the year are detailed in this report. The Community Hub usage continued to grow, offering help, signposting and support to our service users. We were able to offer face-to-face appointments in the office for anyone that needed more in-depth support, with making representations to various external agencies, with help to navigate the job market, and provided space as a Place of Welcome for people to meet with us and each other in an informal setting.

Finally, I would like to thank again CfED staff, volunteers, trustees and board members and our partners, for all their hard work over the last twelve months and for being the voice of those who are unable to speak for themselves.

Mushtaq Hussain (Chair)

OUR VISION AND VALUES, OUR MISSION STATEMENT, OUR STRATEGIC AIMS AND PRIORITIES

Vision and Values

- CfED will strive to be a centre of excellence and the 'go to' in the Borough in matters of equality and diversity
- CfED will provide a haven for all our diverse communities who need it
- CfED will provide a voice for all our marginalised and excluded communities who struggle to be heard.

We will do this with our core values of caring, compassion, integrity, and honesty.

Our Mission Statement

- To celebrate the diversity, culture, and resilience in our communities.
- To support all our communities, traditional and newly emerging, to address the acknowledged inequalities in health, housing, prosperity, employment, and education.

Our Strategic aims and priorities

- Provide an advisory role to local public bodies on the responsibilities of their General and Public Sector Equality Duty under the Equality Act 2010.

- Help to reduce health inequalities in the borough, particularly post Covid-19 by:
    - ensuring the health needs of disadvantaged communities are identified and met by providers
    - forging close strategic partnerships with public health providers and commissioning groups throughout the borough
    - active membership of local committees and groups
    - participation in the Community Transformation Programme due to come onstream for the borough in 2023/24.

- Reduce inequalities in housing for communities by working closely with housing providers to ensure the housing needs of our disparate communities are identified and met.

- Reduce discrimination in employment and across the range of public and private sector employers by supporting or signposting, those employees belonging to the nine protected characteristic groups under the Equality Act 2010 and working with employers.

- Contribute to fostering good relations and community cohesion by maintaining close working relationships with all local agencies working in the field and through active membership of relevant statutory groups and boards which bring together the range of agencies.

- Reduce inequalities in education by working with families and individuals, and liaising with educational establishments to:
  - continue to actively support and refer College learners
  - nurture and collaborate on the shared commitment to celebrate the culture, diversity, and inclusion at the heart of ESOL.

- Remove language or structural gaps, acting as the focus point between our marginalised and disadvantaged communities and statutory services in the borough.

- Build on the positive outcomes of the independent review of the Community Hub model.

- Continue to make concerted efforts to secure long term and sustainable funding to enable us to achieve our strategic aims and priorities.

OUR BOARD MEMBERS, STAFF AND ASSOCIATES DURING 2024-2025

Board of Directors

Mushtaq Hussain - Chair

Kulvinder Hira - Vice Chair

Mike Killin - Treasurer

Saroj Norman - Secretary

Paul Singh

Angela Edwards

Cllr Shazna Azad

Nicolas Barlow - Trustee until May 2024

Staff

Anita Maisuria - Community Hub Support Officer

Zakia Bi - Community Hub Support Officer

Associates

Manjit Johal - ESOL Tutor

Devine Thompson - Healthy Activities lead

OUR PARTNERSHIPS THROUGHOUT 2024-2025

We continued with successful partnerships throughout the year with various organisations, funders and individuals, and this year these included:

Dudley MBC including Public Health

Local NHS providers

DCVS

CreArt Collective

Revival Fires

Provision House

RMC

DWP Job Centres across the Dudley Borough

Black Country Food bank and distribution networks

Dudley College

Halesowen College

Dudley Adult learning centre

Various cultural communities' groups and individuals

Safe and Sound Board

Community Cohesion Strategic Group

Wider Determinants of health inequalities project partners

Transport for West Midlands

WHAT WE ACCOMPLISHED DURING 2024-2025 AND OUR COMMUNITY HUB REPORT FOR THE YEAR

Despite significant funding pressures, this year has been no exception in enabling our Charity to meet our strategic aims and priorities and to celebrate the diversity, culture and resilience of our myriad communities.

We were rewarded for the work we do and hugely honoured to be nominated in the Diversity category in the Dudley Borough Community Awards 2024. Not only were we then shortlisted as finalists, but we went on to win in our category!!! We were presented with our winning award at a 'star-studded' Awards ceremony held at the Copthorne Hotel where two of our trustees accepted this Award certificate for our Charity and which is now proudly displayed in our Community Hub.



OUR ACHIEVEMENTS DURING 2024/25 TO MEET OUR STRATEGIC AIMS

Aim:

Reduce inequalities in education by working with families and individuals, and liaising with educational establishments, and particularly nurture and collaborate on the shared commitment to celebrate the culture, diversity, and inclusion at the heart of ESOL.

What we achieved:

As part of a consortium partnership with other voluntary organisations under the umbrella of DCVS, we provided another year of exceptional ESOL learning with our associate ESOL tutor. Our well attended (and over-subscribed) pre-entry classes continued this year to enable many of our learners to progress to more advanced levels of ESOL provision with other providers, and to gain skills and confidence to lead them to successful outcomes including in some cases, finding employment.

Continuing to take a holistic approach, we have found our ESOL provision to be a gateway for our communities to be able to access many other statutory and local services and which impact not only on mitigating health inequalities by improving access to health services, but also on reducing social isolation, encouraging integration, opening up job opportunities through referrals from our Job Centre+ partners, accessing suitable housing, and accessing educational opportunities. Many of our learners also formed their own informal support networks, supporting one another not only in the classroom but in their wider lives in the borough too.

This has helped to enrich the lives of individuals and their families in our many communities.

Aim:

Help to reduce health inequalities in the borough, particularly post Covid-19

What we achieved:

Through two main continuing projects – one of which is specifically looking into the wider determinants of health inequalities - we provided and facilitated a range of healthy activities throughout the year, all of which were designed to promote and improve the health, wellbeing and security of our communities, reduce social isolation and encourage integration through participation in local life and communities. During the period of funding, communal activities included local walking tours and tailored exercise classes.

All those participating appreciated the offer and said it helped not only with their physical health but also their mental health and wellbeing and helped them feel less isolated and more able to be part of a community.

Aims:

Reduce discrimination in employment and across the range of public and private sector employers by supporting or signposting those employees belonging to the nine protected characteristic groups under the Equality Act 2010 and working with employers.

Reduce inequalities in housing for communities by working closely with housing providers to ensure the housing needs of our disparate communities are identified and met.

Remove language or structural gaps, acting as the focus point between our marginalised and disadvantaged communities and statutory services in the borough.

Build on the positive outcomes of the independent review of the Community Hub model.

What we achieved:

Despite funding constraints leading to reduced opening hours which impacted the numbers of service users able to access our services, our Community Hub continues to be the centre of our service provision throughout this year and through which our communities have been able to access a range of wider community-based services and initiatives such as local Food Banks, bus passes, and various public health initiatives including free toothbrushes for children, for example.

Our dedicated staff have assisted and signposted our service users to various statutory agencies such as the DWP, the Home Office, benefit agencies, the Job Centre+, and supported on behalf of service users with specific housing issues, supported service users in making their respective cases for rehousing with Dudley MBC housing services and liaised with local councillors, MPs and other agencies to do so.

Including all contacts via telephone and in person, we saw over 560 service users come through our doors for help and support for myriad reasons, including; foodbank vouchers, job applications, housing issues, UC/PIP/DBS/JC+/DVLA/Council Tax/Dudley MBC enquiries, Home Office enquiries, ESOL students, use of our computer suite, sports, health and fitness activities, Place of Welcome.

We have supported and improved lives and those of their families too.

To celebrate our communities, we organised a 'Celebration of our Communities' event which took place in May 2024 at our Community Hub. The event brought together our service users, their families, Trustees, and our partners. A fantastic time was had by all with everyone sharing great food, enjoying the fantastic company, making new friends and playing games which certainly brought out the competitive spirit of many who took part!!

Aims:

Contribute to fostering good relations and community cohesion by maintaining close working relationships with all local agencies working in the field and through active membership of relevant statutory groups and boards which bring together the range of agencies.

Provide an advisory role to local public bodies on the responsibilities of their General and Public Sector Equality Duty under the Equality Act 2010.

What we achieved:

We have continued to be an active partner on various local initiatives including local Hate Crime work, Community Cohesion and Prevent, mainly through membership of local partnership groups consisting of various statutory and non-statutory bodies such as the Police, Colleges, Council, etc, throughout this year.

Aim:

Continue to make concerted efforts to secure long term and sustainable funding to enable us to achieve our strategic aims and priorities.

What we achieved:

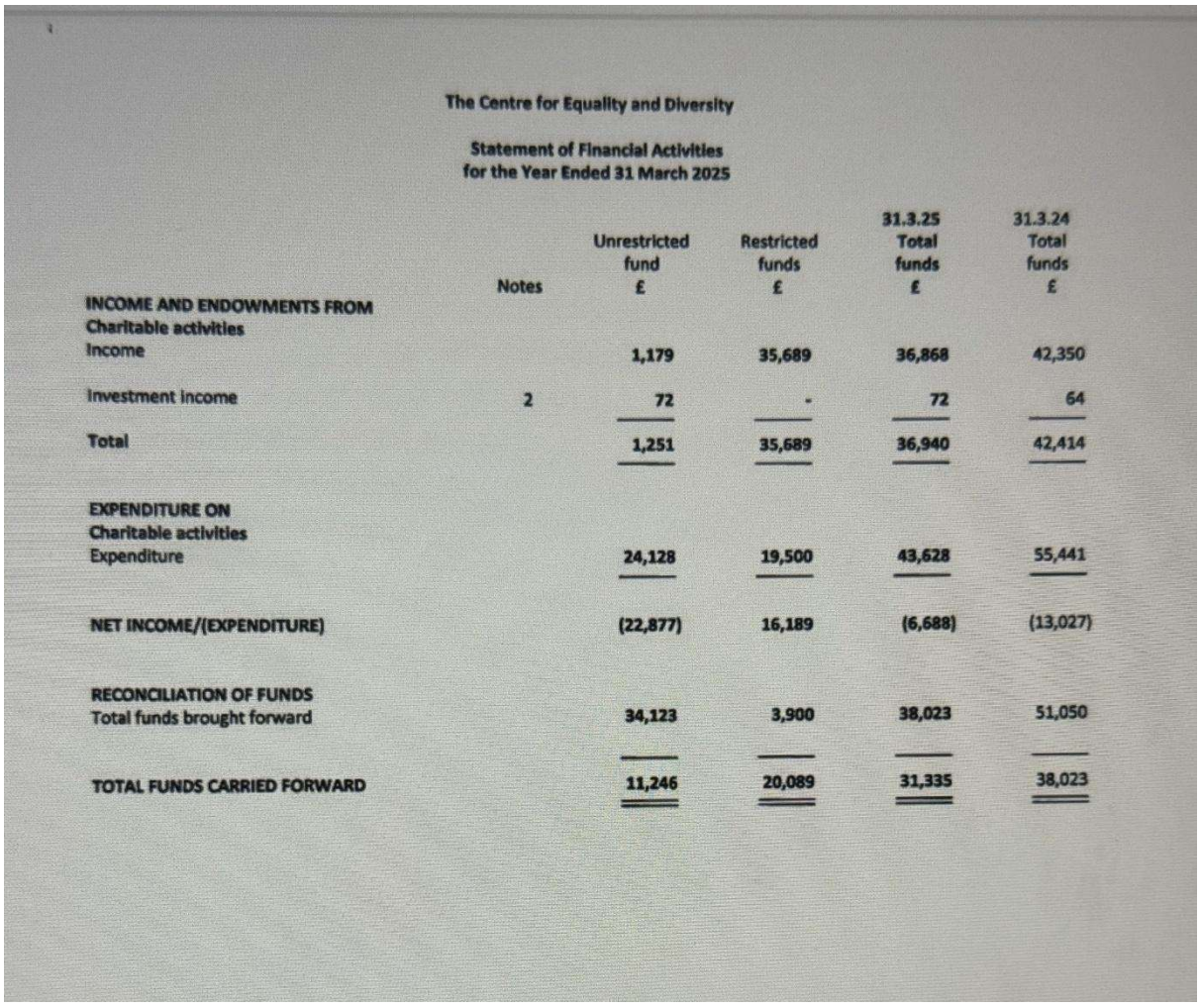
We have continued to provide our services this year through successfully bidding for and gaining funding through two major funding streams and projects – DCVS project funding and the 'Wider Determinants of Health Inequalities' project funding.

We will continue to explore further funding opportunities.

FINANCIAL REVIEW FOR THE YEAR 2024/25

Against the backdrop of limited financial resources again for this year, the Charity continued to deliver its activities and services in accordance with agreed project outcomes with our funders. Our total income for the year to 31st March 2025 was £36,940 a decrease of around 13% on the previous year and with significant commitments going forward.

Extract of Statement of Financial Activities for the Year Ended 31 March 2025



The Centre for Equality and Diversity

Statement of Financial Activities
for the Year Ended 31 March 2025

	Notes	Unrestricted fund £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
INCOME AND ENDOWMENTS FROM					
Charitable activities					
Income		1,179	35,689	36,868	42,350
Investment income	2	72	-	72	64
Total		1,251	35,689	36,940	42,414
EXPENDITURE ON					
Charitable activities					
Expenditure		24,128	19,500	43,628	55,441
NET INCOME/(EXPENDITURE)		(22,877)	16,189	(6,688)	(13,027)
RECONCILIATION OF FUNDS					
Total funds brought forward		34,123	3,900	38,023	51,050
TOTAL FUNDS CARRIED FORWARD		11,246	20,089	31,335	38,023

A full copy of the 2024/25 financial statement is available upon request by writing to the Treasurer, CfED, Holloway Chambers, 28 Priory Street, Dudley, DY1 1HA or email finance@cfed.org.uk. The financial statement is also available to download from our website www.cfed.org.uk and from the Charity Commission's website www.charitycommission.gov.uk by entering our charity registration number 1114821 under 'Search for a charity'.



www.cfed.org.uk

CentreForEqualityAndDiversityNEW

CfedDudley1

For more information or support, call us on 01384 456166 or email admin@cfed.org.uk

Centre for Equality & Diversity

REGISTERED COMPANY NUMBER: 05745005 (England and Wales)
REGISTERED CHARITY NUMBER: 1114821

Report of the Trustees and

Unaudited Financial Statements

for the Year Ended 31 March 2025

for

The Centre for Equality and Diversity

Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

The Centre for Equality and Diversity

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The Centre for Equality and Diversity

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

PURPOSE

Our Charity's purposes as set out in the objects contained in the Company's Memorandum of Association are:
i. Promote equality of opportunity across all Protected Characteristics: race, gender reassignment, marriage & civil partnership, pregnancy & maternity, age, sex, religions belief & disability.
ii. To eliminate discrimination based on, or having reference to all or any of the foregoing.
iii. Promote such or any charitable purposes as the charity shall think fit.

OBJECTIVES AND AIMS

The Charity's aims and objectives are reviewed regularly by board members at board and other meetings. A thorough review in 2022 resulted in the adoption of revised vision, values, mission statement and strategic aims which were formally launched at the AGM, held in September 2022. These have been reviewed at subsequent board meetings and remain current.

Vision and Values
- CfED will strive to be a centre of excellence and the 'go to' in the Borough in matters of equality and diversity
- CfED will provide a haven for all our diverse communities who need it
- CfED will provide a voice for all our marginalised and excluded communities who struggle to be heard.

We will do this with our core values of caring, compassion, integrity, and honesty.

Our Mission Statement
- To celebrate the diversity, culture, and resilience in our communities.
- To support all our communities, traditional and newly emerging, to address the acknowledged inequalities in health, housing, prosperity, employment, and education.

Our Strategic aims and priorities
- Provide an advisory role to local public bodies on the responsibilities of their General and Public Sector Equality Duty under the Equality Act 2010.
- Help to reduce health inequalities in the borough, particularly post Covid-19 by:
  a. ensuring the health needs of disadvantaged communities are identified and met by providers
  b. forging close strategic partnerships with public health providers and commissioning groups throughout the borough
  c. active membership of local committees and groups
  d. participation in the Community Transformation Programme for the borough.

- Reduce inequalities in housing for communities by working closely with housing providers to ensure the housing needs of our disparate communities are identified and met.
- Reduce discrimination in employment and across the range of public and private sector employers by supporting or signposting, those employees belonging to the nine protected characteristic groups under the Equality Act 2010 and working with employers.
- Contribute to fostering good relations and community cohesion by maintaining close working relationships with all local agencies working in the field and through active membership of relevant statutory groups and boards which bring together the range of agencies.
- Reduce inequalities in education by working with families and individuals, and liaising with educational establishments to:
  a. continue to actively support and refer College learners
  b. nurture and collaborate on the shared commitment to celebrate the culture, diversity, and inclusion at the heart of ESOL.
- Remove language or structural gaps, acting as the focus point between our marginalised and disadvantaged communities and statutory services in the borough.
- Build on the positive outcomes of the independent review of the Community Hub model.
- Continue to make concerted efforts to secure long term and sustainable funding to enable us to achieve our strategic aims and priorities.

Public Benefit
In setting plans and priorities for areas of work, the Trustees of CfED have followed the guidance from the Charity Commission on the provision of public benefit. Trustees consider how planned activities will continue to meet objectives they have set. We have demonstrated how CfED delivers its principal charitable objective, to promote equality of opportunity and eliminate discrimination, in this financial statement.

How our activities deliver public benefits
All our charitable activities are focused on empowering service users and engaging with others - whether voluntary or statutory agencies - in ways which make a difference to them.

Who used and benefited from our services?
Who we help at times depend on the availability of funding and any limitation on the use of such funds. However, in general terms our services users during the year 2024/2025 included:

1. those who dropped in and used the services and facilities in the Community Hub, including recently arrived migrants to the borough;
2. those whom we have supported via our externally funded projects, including IT based projects, health and wellbeing programmes, ESOL tuition.

Volunteers/work placements
The charity is grateful for the unstinting efforts of all its Volunteers and work placements who played an important part in the life of the charity and we appreciate all their contributions.

FINANCIAL REVIEW
Financial Review
Against the backdrop of limited resources and insecurities over funding, the Charity has delivered in line with agreed funded projects / services. While the Charity has sound financial management and a dedicated staff team, we have not been able to increase funds significantly during 2024/2025. The Charity continues to actively seek new and alternative revenue streams.. Directors once again recognised the challenging financial situation the charity faces.

Principal funding sources
The principal funding sources for the Charity in 2024/2025 were by way of earned income which had a value of £36,868.

Investment policy and objectives
Although it is the continuing intention of the Directors to build up a sufficient reserve that may then be invested in long term deposits, no such investment has taken place during the year.

Reserves policy
The Board of Directors has examined the Charity's requirement for reserves considering the main risk to the organisation. It has established a policy whereby the unrestricted funds not omitted or invested in tangible fixed assets held by the charity should be equivalent to 6 months or £50,000 of annual core cost of the organisation.

This present level of unrestricted resources available to the Charity of £11,246 therefore falls significantly short of target level although the strategy is to build reserves through planned operating surplus. Trustees understand that target may take a few years to build. In the short-term and for this year, Trustees have reviewed existing activities and expenditure and curtailed activities and services accordingly.

Plans for future periods
Funding permitting, the Charity plans to continue the activities outlined below in 2025/2026. Among our priorities are:
- Continue to operate the Community Hub for the delivering of services from our base.
- Develop more specific services / activities to meet the growing needs of new and emerging communities
- Secure a total of at least £50,000 core funding during the year
- Continue to review and update organisational policies in accordance with the timetable
- Review and update the business / operational plan
- Seek the best local structure to make the case for local public sector agencies who receive great value directly & indirectly from the work of the Charity to fund appropriately
- Continue to improve social media and online platforms to raise profile and funds.
- Work towards increasing the number of Trustees / Directors on the board giving attention to the skill set of current board members.

STRUCTURE, GOVERNANCE AND MANAGEMENT
Governing document
The organisation is a charitable company limited by guarantee, incorporated on 16th March 2006 and registered as a charity on 23rd June 2006; we are now entering our 17th year of operation. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of company being wound up members are required to contribute an amount not exceeding £10.

The Trustees (who are also Directors of the Charity for the purposes of the Companies Act) present their annual report together with the independently examined financial statements, for the Centre for Equality & Diversity (CfED) for the year ended 31st March 2025. The Trustees confirm that the financial statements of the charity comply with the current statutory requirements.

The Charity and its aims
The charity is registered in England (registration number 1114821) and is not liable to UK taxation as it has non-taxable charitable activities. The charity is established to promote equality of opportunity across all diversity strands, to eliminate discrimination and to promote such or any similar charitable purposes as the charity shall think fit.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of trustees

The Board of Trustees is appointed by majority agreement of the existing Trustees and is scheduled to meet at least 6 times per year to review the Charity's activities and strategies. There was one sub-committee Finance & General Purposes appointed, the terms of reference and work of which was then subsumed within the calendar of Board meetings for this year.

Throughout the year the board of directors met monthly.

The Board of Trustees keeps under review the skills required of the Board and when necessary, it seeks new trustees to ensure the maintenance of required mix of skills.

All members of the Board give their time voluntarily and receive no benefits from the Charity. Any expenses reclaimed from the charity are set out in note 6 to the accounts.

Under the requirements of the Memorandum and Articles of Association the Directors are elected to serve for a period of three years after which they must be re-elected at the next annual general meeting.

Organisational structure

The Charity has a Board of Directors to oversee and manage its activities. The Community Hub Officers are responsible for the day-to-day management of the Charity and its activities. The Board is the governing body currently with 7 members who met 11 times during the year under review and has been responsible for leadership, strategic direction, policy making, financial matters and a wide range of ancillary business relating to staffing, accounting, finances, allocation of resources, policies pertaining to the work programme and strategic direction of the organisation

Related parties

As so far as it is complementary to the Charity's objects, the Charity is guided by both local and national policies. At a national level, the Equality Act of 2010 is vital in terms of how we drive changes in organisational policies and practices and make recommendations to public sector agencies.

At a local level the Charity has relationships with local partners, several local and regional agencies and is influenced by policies from several of these agencies providing health care and other essential services. We also have representation on local strategic boards.

Risk management

The Trustees regularly review the major financial and non-financial risks to the Charity to ensure that steps have been taken to minimise the risk and to provide the Charity's staff with appropriate insurance or physical protection against any unavoidable risks. Standing item of risk management is on every agenda of each board meeting.

Significant risks to funding during the year have led to much discussion at board level. Internal control risks are minimised by the implementation of robust financial management procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, service users and visitors to our offices.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
05745005 (England and Wales)

Registered Charity number
1114821

Registered office
Ground Floor
Holloway Chambers
Priory Street
Dudley
West Midlands
DY1 1HA

Report of the Trustees
for the Year Ended 31 March 2025

Trustees
Ms A J Edwards
Mrs K Hira
Mr M Hussain - Chair
Mr P Singh
Ms S Norman
Mr M Killin - Treasurer
Mr N Barlow - Treasurer (resigned 13.5.24)
Cllr S Azad (appointed 19.11.24)

Sub-Committee Appointments

Finance & General Purposes Sub-Committee:

Mr M Hussain
Mr P Singh
Ms S Norman
Mr N Barlow (Resigned 13.5.2024)
Mrs K Hira
Mr M Kilin

Company Secretary
Ms S Norman

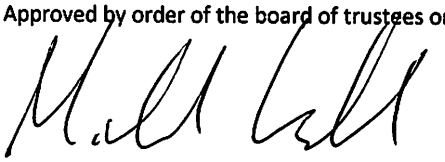
Independent Examiner
Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

Senior Management
Parbhinder Kalirai - Finance Officer

Bankers
HSBC, 226 High Street, Dudley, West Midlands, DY1 1PQ

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 27 November 2025 and signed on its behalf by:



Mr M Killin - Treasurer - Trustee

Independent Examiner's Report to the Trustees of The Centre for Equality and Diversity

Independent examiner's report to the trustees of The Centre for Equality and Diversity ('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.



Colin Dalton FCA

Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

27 November 2025

The Centre for Equality and Diversity

Statement of Financial Activities for the Year Ended 31 March 2025

	Notes	Unrestricted fund £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
INCOME AND ENDOWMENTS FROM					
Charitable activities					
Income		**1,179**	**35,689**	**36,868**	42,350
Investment income	2	**72**	**-**	**72**	64
Total		**1,251**	**35,689**	**36,940**	42,414
EXPENDITURE ON					
Charitable activities					
Expenditure		**24,128**	**19,500**	**43,628**	55,441
NET INCOME/(EXPENDITURE)		**(22,877)**	**16,189**	**(6,688)**	(13,027)
RECONCILIATION OF FUNDS					
Total funds brought forward		**34,123**	**3,900**	**38,023**	51,050
TOTAL FUNDS CARRIED FORWARD		**11,246**	**20,089**	**31,335**	38,023

The notes form part of these financial statements

The Centre for Equality and Diversity

Balance Sheet
31 March 2025

	Notes	Unrestricted fund £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
FIXED ASSETS					
Tangible assets	7	**192**	-	**192**	256
CURRENT ASSETS					
Debtors	8	-	-	-	3,900
Cash at bank and in hand		**37,352**	**20,089**	**57,441**	44,637
		37,352	**20,089**	**57,441**	48,537
CREDITORS					
Amounts falling due within one year	9	**(26,298)**	-	**(26,298)**	(10,770)
NET CURRENT ASSETS		**11,054**	**20,089**	**31,143**	37,767
TOTAL ASSETS LESS CURRENT LIABILITIES		**11,246**	**20,089**	**31,335**	38,023
NET ASSETS		**11,246**	**20,089**	**31,335**	38,023
FUNDS	10				
Unrestricted funds:					
General fund				**11,246**	34,123
Restricted funds:					
WDH Project				-	3,900
Migrant Connect				**20,089**	-
				20,089	3,900
TOTAL FUNDS				**31,335**	38,023

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.

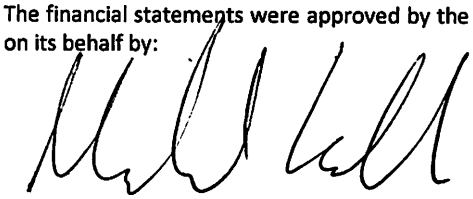
The trustees acknowledge their responsibilities for

(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 27 November 2025 and were signed on its behalf by:



Mr M Killin - Treasurer - Trustee

The notes form part of these financial statements

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.

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.

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
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings - 25% on reducing balance

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

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. INVESTMENT INCOME

	31.3.25	31.3.24
	£	£
Deposit account interest	72	64

3. NET INCOME/(EXPENDITURE)

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

	31.3.25	31.3.24
	£	£
Depreciation - owned assets	64	85

continued...

4. 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.

5. STAFF COSTS

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

	31.3.25	31.3.24
	2	2
Charitable activities		

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

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Income	-	42,350	42,350
Investment income	64	-	64
Total	64	42,350	42,414
EXPENDITURE ON			
Charitable activities			
Expenditure	10,940	44,501	55,441
NET INCOME/(EXPENDITURE)	(10,876)	(2,151)	(13,027)
RECONCILIATION OF FUNDS			
Total funds brought forward	45,000	6,050	51,050
TOTAL FUNDS CARRIED FORWARD	34,124	3,899	38,023

continued...

7. TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST	
At 1 April 2024 and 31 March 2025	**9,061**
DEPRECIATION	
At 1 April 2024	**8,805**
Charge for year	**64**
At 31 March 2025	**8,869**
NET BOOK VALUE	
At 31 March 2025	**192**
At 31 March 2024	256

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25 £	31.3.24 £
Trade debtors	-	3,900

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25 £	31.3.24 £
Trade creditors	**25,698**	9,930
Accrued expenses	**600**	840
	26,298	10,770

10. MOVEMENT IN FUNDS

	At 1.4.24 £	Net movement in funds £	At 31.3.25 £
Unrestricted funds			
General fund	**34,123**	**(22,877)**	**11,246**
Restricted funds			
WDH Project	**3,900**	**(3,900)**	**-**
Migrant Connect	**-**	**20,089**	**20,089**
	3,900	**16,189**	**20,089**
TOTAL FUNDS	**38,023**	**(6,688)**	**31,335**

continued...

10. 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	**1,251**	**(24,128)**	**(22,877)**
Restricted funds			
WDH Project	**15,600**	**(19,500)**	**(3,900)**
Migrant Connect	**20,089**	**-**	**20,089**
	35,689	**(19,500)**	**16,189**
TOTAL FUNDS	**36,940**	**(43,628)**	**(6,688)**

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	45,000	(10,877)	34,123
Restricted funds			
The Eveson Trust	554	(554)	-
Active Voice for Change	2,413	(2,413)	-
TNL Community Fund	3,063	(3,063)	-
Trusthouse CF	20	(20)	-
WDH Project	-	3,900	3,900
	6,050	(2,150)	3,900
TOTAL FUNDS	51,050	(13,027)	38,023

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	64	(10,941)	(10,877)
Restricted funds			
The Eveson Trust	-	(554)	(554)
Active Voice for Change	-	(2,413)	(2,413)
TNL Community Fund	-	(3,063)	(3,063)
Trusthouse CF	-	(20)	(20)
DCVS	38,450	(38,450)	-
WDH Project	3,900	-	3,900
	42,350	(44,500)	(2,150)
TOTAL FUNDS	42,414	(55,441)	(13,027)

continued...

11. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2025.

The Centre for Equality and Diversity

Detailed Statement of Financial Activities for the Year Ended 31 March 2025

	31.3.25 £	31.3.24 £
INCOME AND ENDOWMENTS		
Investment income		
Deposit account interest	**72**	64
Charitable activities		
Donations	**1,179**	3,900
Grant income	**35,689**	38,450
	36,868	42,350
Total incoming resources	**36,940**	42,414
EXPENDITURE		
Charitable activities		
Salaries and pensions	**27,531**	27,099
Office expenses	**1,073**	1,986
Insurance	**1,075**	331
Telephone and postage	**2,618**	3,406
Maintenance and repairs	**5,941**	10,130
Disbursements	**2,932**	8,787
Freelance accountancy costs	**1,733**	2,715
Bank charges	**61**	62
Depreciation	**64**	85
Governance costs	**600**	840
	43,628	55,441
Total resources expended	**43,628**	55,441
Net expenditure	**(6,688)**	(13,027)

Independent Examiner's Report to the Trustees of The Centre for Equality and Diversity

Independent examiner's report to the trustees of The Centre for Equality and Diversity ('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.



Colin Dalton FCA

Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

27 November 2025

THE CENTRE FOR EQUALITY AND DIVERSITY

England & Wales - Charity number 1114821

Accounts

Centre for Equality & Diversity



Centre for Equality and Diversity

Annual Report

April 2023 – March 2024

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CHAIR'S REPORT

I want to start by thanking paid staff, volunteers, board members, our funders and the local authority for supporting us during this period.

We were served with a notice to vacate our Stone Street base by the local authority. The reason for this was due to the changes in the town centre plan. To deliver this plan, they needed our premises. I am pleased to report that the local authority identified alternative premises, Holloway Chambers, for us to move into. I would like to express my sincere thanks to everyone involved in the relocation.

We successfully secured funding from Dudley Council for Voluntary Services to run a Dudley Central Collaborative Migrant Project. We were able to work with other voluntary organisations to support the migrant community in Dudley. We were able to draw on our experience of running similar projects for the Syrian and Afghan refugees in supporting new arrivals and existing communities. We recruited two new members of staff to help us to deliver this project.

Our activities for the last twelve months are detailed in the report. The Community Hub usage continued to grow, offering help and support to our service users. We were able to offer 1-to-1 sessions, making representation on behalf of the service users to various external agencies, help users to navigate the job market and provided space for people to meet over coffee. As the third sector and the statutory organisations shrink due to financial pressures, organisations like ours are the lifeline for some of our service users. Unfortunately, we are also facing similar financial challenges.

I would like to take this opportunity to thank Trustee Brian Roe for his services to Dudley's communities. Brian brought a different set of skills to the board. He resigned in October 2023 due to personal reasons, having served on the board for fifteen years as Director/Trustee and ten years as Vice Chair.

Finally, I would like to thank CFED staff, volunteers, board members and our partners for all the hard work and for being the voice of those who are unable to speak for themselves, over the last twelve months.

Mushtaq Hussain (Chairperson)

OUR VISION AND VALUES, OUR MISSION STATEMENT, OUR STRATEGIC AIMS AND PRIORITIES

Vision and Values

- CfED will strive to be a centre of excellence and the 'go to' in the Borough in matters of equality and diversity
- CfED will provide a haven for all our diverse communities who need it
- CfED will provide a voice for all our marginalised and excluded communities who struggle to be heard.

We will do this with our core values of caring, compassion, integrity, and honesty.

Our Mission Statement

- To celebrate the diversity, culture, and resilience in our communities.
- To support all our communities, traditional and newly emerging, to address the acknowledged inequalities in health, housing, prosperity, employment, and education.

Our Strategic aims and priorities

- Provide an advisory role to local public bodies on the responsibilities of their General and Public Sector Equality Duty under the Equality Act 2010.

- Help to reduce health inequalities in the borough, particularly post Covid-19 by:
    - ensuring the health needs of disadvantaged communities are identified and met by providers
    - forging close strategic partnerships with public health providers and commissioning groups throughout the borough
    - active membership of local committees and groups
    - participation in the Community Transformation Programme due to come onstream for the borough in 2023/24.

- Reduce inequalities in housing for communities by working closely with housing providers to ensure the housing needs of our disparate communities are identified and met.

- Reduce discrimination in employment and across the range of public and private sector employers by supporting or signposting, those employees belonging to the nine protected characteristic groups under the Equality Act 2010 and working with employers.

- Contribute to fostering good relations and community cohesion by maintaining close working relationships with all local agencies working in the field and through active membership of relevant statutory groups and boards which bring together the range of agencies.

- Reduce inequalities in education by working with families and individuals, and liaising with educational establishments to:
    - continue to actively support and refer College learners
    - nurture and collaborate on the shared commitment to celebrate the culture, diversity, and inclusion at the heart of ESOL.

- Remove language or structural gaps, acting as the focus point between our marginalised and disadvantaged communities and statutory services in the borough.

- Build on the positive outcomes of the independent review of the Community Hub model.

- Continue to make concerted efforts to secure long term and sustainable funding to enable us to achieve our strategic aims and priorities.

OUR BOARD MEMBERS, STAFF AND VOLUNTEERS DURING 2023-2024

Board of Directors

Mushtaq Hussain - Chair

Brian Roe - Vice Chair to October 2023

Kulvinder Hira - Vice Chair from October 2023

Paul Singh - Treasurer to October 2023

Nicolas Barlow - Treasurer from October 2023

Saroj Norman - Secretary

Angela Edwards

Michael Killin

In October 2023 CfED bade a very fond farewell to our valued Trustee and Vice Chair Brian Roe who decided to step down from the Board to concentrate on his Granddad duties and his duties as Chair of his professional body.

Brian's commitment to CfED and the very many skills and the experience he brought to the organisation for the last 15 years will be sorely missed, but we wish him the very best in his future endeavours.

Staff

Anita Maisuria - Community Hub Support Officer

Zakia Bi - Community Hub Support Officer

Associates

Kathryn Gorick - ESOL Tutor

Manjit Johal - ESOL Tutor

Devine Thompson - Healthy Activities lead

OUR PARTNERSHIPS THROUGHOUT 2023-2024

We continued to forge successful partnerships throughout the year with various organisations, funders and individuals, and this year these included:

Dudley MBC including Public Health

Local NHS providers

DCVS

Creheart

Revival Fires

Provision House

DWP Job Centres Plus across the Dudley Borough

Black Country Food bank and distribution networks

Dudley College

Halesowen College

Dudley Adult learning centre

Various cultural communities' groups and individuals

Safe and Sound Board

Community Cohesion Strategic Group

Wider Determinants of health inequalities project partners

Transport for West Midlands

WHAT WE ACCOMPLISHED DURING THE YEAR 2023-2024 AND OUR COMMUNITY HUB REPORT

During a period of huge disruption to our operational base, we relocated at the beginning of this year to our new premises in Holloway Chambers and with the recruitment of new staff, successfully relaunched our CfED services and our Community Hub.

Despite the upheaval, we've managed to achieve a lot this year to meet our strategic aims and priorities and to celebrate the diversity, culture and resilience of our myriad communities.

OUR ACHIEVEMENTS DURING 2023/24 TO MEET OUR STRATEGIC AIMS

Aim:

Help to reduce health inequalities in the borough, particularly post Covid-19

Reduce inequalities in education by working with families and individuals, and liaising with educational establishments, and particularly nurture and collaborate on the shared commitment to celebrate the culture, diversity, and inclusion at the heart of ESOL.

What we achieved:

As part of a consortium partnership with other voluntary organisations under the umbrella of DCVS funding, we provided a further year of ESOL learning with our associate ESOL tutors which proved to be extremely successful and enabled many of our learners to progress to more advanced levels of ESOL provision with other providers and in some cases to gain employment.

Taking a holistic approach, we have found our ESOL provision to be a gateway for our communities to be able to access many other statutory and local services and which impact especially

on health inequalities, but also on reducing social isolation, opening job opportunities through referrals from our Job Centre+ partners, housing, education and encouraging integration.

All of these and more, helped to enrich the lives of individuals and their families.

Aim:

Help to reduce health inequalities in the borough, particularly post Covid-19

What we achieved:

Through two main projects – one of which is specifically looking into the wider determinants of health inequalities - we provided and facilitated a range of healthy activities throughout the year, all of which were designed to promote and improve the health, wellbeing and security of our communities, reduce social isolation and encourage integration through participation in local life and communities. Activities included: the provision of gym memberships to local leisure centres; Zumba classes; keep fit for seniors; local walking tours; and many more ad hoc activities throughout the year. All those participating appreciated the offer and said it helped not only with their physical health but also their mental health and wellbeing and helped them feel less isolated and more able to be part of a community.

Aim:

Reduce discrimination in employment and across the range of public and private sector employers by supporting or signposting those employees belonging to the nine protected characteristic groups under the Equality Act 2010 and working with employers.

Reduce inequalities in housing for communities by working closely with housing providers to ensure the housing needs of our disparate communities are identified and met.

Remove language or structural gaps, acting as the focus point between our marginalised and disadvantaged communities and statutory services in the borough.

Build on the positive outcomes of the independent review of the Community Hub model.

What we achieved:

Our Community Hub has continued to be the centre of our service provision throughout this year and through which our communities have been able to access a range of wider community-based services and initiatives such as local Food Banks, bus passes, public health initiatives eg free toothbrushes for children.

Our staff have signposted and facilitated our service users to various statutory agencies such as DWP, Home Office, benefit agencies, Job Centre+, advocated on behalf of service users with specific housing issues, supported service users in making their respective cases for rehousing with Dudley MBC housing services and liaised with local councillors and MPs to do so.

Including all contacts via telephone and in person, we saw almost a thousand service users come through our doors for help and support and for myriad reasons, including; foodbank vouchers, job applications, housing issues, UC/PIP/DBS/JC+/DVLA enquiries, Home Office, ESOL students and many more, all of whom we have supported and improved their, and their families, lives in some way.

We have organised a 'Celebration of our Communities' event which will take place in May 2024 at the Hub, and which will bring together our service users, their families and our partners. We will report on the event in next year's report!

Aim:

Contribute to fostering good relations and community cohesion by maintaining close working relationships with all local agencies working in the field and through active membership of relevant statutory groups and boards which bring together the range of agencies.

Provide an advisory role to local public bodies on the responsibilities of their General and Public Sector Equality Duty under the Equality Act 2010.

What we achieved:

We have continued to be an active partner on various initiatives including local Hate Crime work, Community Cohesion and Prevent, mainly through membership of local partnership groups throughout this year.

Aim:

Continue to make concerted efforts to secure long term and sustainable funding to enable us to achieve our strategic aims and priorities.

What we achieved:

We have continued to provide our services this year through successfully bidding for and gaining funding through two major funding streams and projects – DCVS project funding for migrants, asylum seekers and refugees and the Wider Determinants of Health Inequalities project funding.

FINANCIAL REVIEW FOR THE YEAR 2023/24

Against the backdrop of limited financial resources again for this year, the Charity continued to deliver its activities and services in accordance with agreed project outcomes with our funders. Our total income for the year to 31st March 2024 was £42,414, a decrease of around 72% on the previous year and with significant commitments going forward.

The Centre for Equality and Diversity

Statement of Financial Activities for the Year Ended 31 March 2024

	Notes	Unrestricted fund	Restricted Funds	31.3.24 Total funds	31.3.23 Total funds
INCOME AND ENDOWMENTS FROM					
Charitable activities					
Income		-	42,350	42,350	150,495
Investment income	2	64	-	64	16
Total		64	42,350	42,414	150,511
EXPENDITURE ON					
Charitable activities					
Expenditure		10,940	44,501	55,441	115,998
NET INCOME/(EXPENDITURE)		(10,876)	(2,151)	(13,027)	34,513
RECONCILIATION OF FUNDS					
Total funds brought forward		45,000	6,050	51,050	16,537
TOTAL FUNDS CARRIED FORWARD		34,124	3,899	38,023	51,050

A full copy of the 2023/24 financial statement is available upon request by writing to the Treasurer, CfED, Holloway Chambers, 28 Priory Street, Dudley, DY1 1HA or email finance@cfed.org.uk. The financial statement is also available to download from our website www.cfed.org.uk and from the Charity Commission's website www.charitycommission.gov.uk by entering our charity registration number 1114821 under 'Search for a charity'.



Follow us on social media…!

www.cfed.org.uk

CentreForEqualityAndDiversityNEW

CfedDudley1

For more information or support, call us on 01384 456166 or email admin@cfed.org.uk

REGISTERED COMPANY NUMBER: 05745005 (England and Wales)
REGISTERED CHARITY NUMBER: 1114821

Report of the Trustees and

Unaudited Financial Statements

for the Year Ended 31 March 2024

for

The Centre for Equality and Diversity

Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

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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

PURPOSE

Our Charity's purposes as set out in the objects contained in the Company's Memorandum of Association are:
i. Promote equality of opportunity across all Protected Characteristics: race, gender reassignment, marriage & civil partnership, pregnancy & maternity, age, sex, religions belief & disability.
ii. To eliminate discrimination based on, or having reference to all or any of the foregoing.
iii. Promote such or any charitable purposes as the charity shall think fit.

OBJECTIVES AND AIMS

The Charity's aims and objectives are reviewed regularly by board members at board and other meetings. A review early in this year resulted in the adoption of revised vision, values, mission statement and strategic aims which were formally launched at the AGM, held in September 2022.

Vision and Values
- CfED will strive to be a centre of excellence and the 'go to' in the Borough in matters of equality and diversity
- CfED will provide a haven for all our diverse communities who need it
- CfED will provide a voice for all our marginalised and excluded communities who struggle to be heard.

We will do this with our core values of caring, compassion, integrity, and honesty.

Our Mission Statement
- To celebrate the diversity, culture, and resilience in our communities.
- To support all our communities, traditional and newly emerging, to address the acknowledged inequalities in health, housing, prosperity, employment, and education.

Our Strategic aims and priorities
- Provide an advisory role to local public bodies on the responsibilities of their General and Public Sector Equality Duty under the Equality Act 2010.
- Help to reduce health inequalities in the borough, particularly post Covid-19 by:

a. ensuring the health needs of disadvantaged communities are identified and met by providers
b. forging close strategic partnerships with public health providers and commissioning groups throughout the borough
c. active membership of local committees and groups
d. participation in the Community Transformation Programme for the borough.

- Reduce inequalities in housing for communities by working closely with housing providers to ensure the housing needs of our disparate communities are identified and met.
- Reduce discrimination in employment and across the range of public and private sector employers by supporting or signposting, those employees belonging to the nine protected characteristic groups under the Equality Act 2010 and working with employers.
- Contribute to fostering good relations and community cohesion by maintaining close working relationships with all local agencies working in the field and through active membership of relevant statutory groups and boards which bring together the range of agencies.
- Reduce inequalities in education by working with families and individuals, and liaising with educational establishments to:

a. continue to actively support and refer College learners
b. nurture and collaborate on the shared commitment to celebrate the culture, diversity, and inclusion at the heart of ESOL.

- Remove language or structural gaps, acting as the focus point between our marginalised and disadvantaged communities and statutory services in the borough.
- Build on the positive outcomes of the independent review of the Community Hub model.
- Continue to make concerted efforts to secure long term and sustainable funding to enable us to achieve our strategic aims and priorities.

Public Benefit
In setting plans and priorities for areas of work, the Trustees of CfED have followed the guidance from the Charity Commission on the provision of public benefit. Trustees consider how planned activities will continue to meet objectives they have set. We have demonstrated how CfED delivers its principal charitable objective, to promote equality of opportunity and eliminate discrimination, in this financial statement.

How our activities deliver public benefits
All our charitable activities are focused on empowering service users and engaging with others - whether voluntary or statutory agencies - in ways which make a difference to them.

Who used and benefited from our services?
Who we help at times depend on the availability of funding and any limitation on the use of such funds. However, in general terms our services users during the year 2023/2024 included:
1. those who dropped in and used the services and facilities in the Community Hub, including recently arrived migrants to the borough;
2. those whom we supported on Afghan and Syrian programme commissioned by Dudley Housing Services; participants in our funded projects, including IT based projects, health and well being programmes.

Volunteers/work placements
The charity is grateful for the unstinting efforts of all its Volunteers and work placements who played an important part in the life of the charity and we appreciate all their contributions.

FINANCIAL REVIEW
Financial Review
Against the backdrop of limited resources and insecurities over funding the Charity has delivered in line with agreed funded projects / services. While the Charity has sound financial management and a dedicated team of staff and volunteers, we have not been able to increase funds significantly during 2023/2024. The Charity will continue to actively seek new and alternative revenue streams with the guided support of external expertise. Directors recognised the challenging financial situation the charity faces in the forthcoming year.

Principal funding sources
The principal funding sources for the Charity in 2023/2024 were by way of earned income which had a value of £42,414. The Charity continued to receive in-kind support from Dudley MBC during the year, pertaining to the upkeep of premises at Stone Street. This is valued at approximately £14,500 per annum.

Investment policy and objectives
Although it is the intention of the Directors to build up a sufficient reserve that may then be invested in long term deposits no such investment has taken place during the year.

FINANCIAL REVIEW

Reserves policy

Reserves policy

The Board of Directors has examined the Charity's requirement for reserves in light of the main risk to the organisation. It has established a policy whereby the unrestricted funds not omitted or invested in tangible fixed assets held by the charity should be equivalent to 6 months or £50,000 of annual core cost of the organisation.

This present level of unrestricted resources available to the Charity of £34,123 therefore falls significantly short of target level although the strategy is to build reserves through planned operating surplus. Trustees are well aware that target may take a few years to build. In the short-term Trustees have also considered the extent to which existing activities and expenditure could be curtailed.

Plans for future periods

The Charity plans to continue the activities outlined below in 2024/2025. Among our priorities are:

- Continue to develop the Community Hub concept for the delivering of services from our base.
- Develop more specific services / activities to meet the growing needs of new and emerging communities particularly ESOL and outreach
- Secure a total of at least £60,000 core funding during the year
- Continue to review and update organisational policies
- Review and update the business / operational plan
- Seek the best local structure to make the case for core funding from Dudley MBC and other local public sector agencies who receive great value directly & indirectly from the work of the Charity
- Continue to improve social media and online platforms to raise profile and funds.
- Work towards increasing the number of Trustees / Directors on the board giving attention to the skill set of current board members.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The organisation is a charitable company limited by guarantee, incorporated on 16th March 2006 and registered as a charity on 23rd June 2006; we are now entering our 17th year of operation. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of company being wound up members are required to contribute an amount not exceeding £10.

The Trustees (who are also Directors of the Charity for the purposes of the Companies Act) present their annual report together with the independently examined financial statements, for the Centre for Equality & Diversity (CfED) for the year ended 31st March 2024. The Trustees confirm that the financial statements of the charity comply with the current statutory requirements.

The Charity and its aims

The charity is registered in England (registration number 1114821) and is not liable to UK taxation as it has non-taxable charitable activities. The charity is established to promote equality of opportunity across all diversity strands, to eliminate discrimination and to promote such or any similar charitable purposes as the charity shall think fit.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of trustees

The Board of Trustees is appointed by majority agreement of the existing Trustees and is scheduled to meet at least 6 times per year to review the Charity's activities and strategies. There is one sub-committees appointed as shown in the Trustees' listings on page 5.

Throughout the year the board of directors met monthly.

The Board of Trustees keeps under review the skills required of the Board and when necessary, it seeks new trustees to ensure the maintenance of required mix of skills.

All members of the Board give their time voluntarily and receive no benefits from the Charity. Any expenses reclaimed from the charity are set out in note 6 to the accounts.

Under the requirements of the Memorandum and Articles of Association the Directors are elected to serve for a period of three years after which they must be re-elected at the next annual general meeting.

Organisational structure

The Charity has a Board of Directors and one separate sub-committee, each with clearly defined functions and responsibilities, to oversee and manage its activities. The Operation and Development Manager is responsible for the day-to-day management of the Charity and its activities. The Board is the governing body currently with 9 members who met 11 times during the year under review and has been responsible for the policy, financial affairs and a wide range of ancillary business.

The Finance and General Purposes Sub-Committee (F&GP) has responsibilities for decisions and matters relating to staffing, accounting, finances, allocation of resources, policies pertaining to the work programme and strategic direction of the organisation. It has 6 members from the Board of Directors.

Related parties

As so far as it is complementary to the Charity's objects, the Charity is guided by both local and national policies. At a national level, the Equality Act of 2010 is vital in terms of how we drive changes in organisational policies and practices and make recommendations to public sector agencies.

At a local level the Charity has relationships with several local and regional agencies and is influenced by policies from several of these agencies providing health care and other essential services. We also have representation on 2 local strategic boards, Safe & Sound Strategic Board and Community Cohesion Strategic Group.

Risk management

The Trustees regularly review the major financial and non-financial risks to the Charity to ensure that steps have been taken to minimise the risk and to provide the charity's staff with appropriate insurance or physical protection against any unavoidable risks. Standing item of risk management is on every agenda of each board meetings.

Significant external risks to funding have led to much discussion both at board and sub-committee level. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, service users and visitors to our Stone Street base.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

05745005 (England and Wales)

Registered Charity number

1114821

Registered office
10a, 10b, 11 Ground Floor
Holloway Chambers
Priory Street
Dudley
West Midlands
DY1 1HA

Trustees
Ms A J Edwards
Mrs K Hira
Mr M Hussain - Chair
Mr B Roe (resigned 25.10.23)
Mr P Singh
Ms S Norman
Mr M Killin
Mr N Barlow - Treasurer

Sub-Committee Appointments

Finance & General Purposes Sub-Committee:

Mr M Hussain
Mr B Roe (Resigned 25/10/2023)
Mr P Singh
Ms S Norman
Mr N Barlow
Mrs K Hira
Mr M Kilin

Company Secretary
Ms S Norman

Independent Examiner
Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

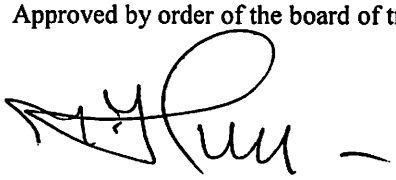
Senior Management
Parbhinder Kalirai - Finance Officer

Bankers
HSBC, 226 High Street, Dudley, West Midlands, DY1 1PQ

Report of the Trustees
for the Year Ended 31 March 2024

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 11 December 2024 and signed on its behalf by:



Mr M Hussain - Chair - Trustee

Independent Examiner's Report to the Trustees of The Centre for Equality and Diversity

Independent examiner's report to the trustees of The Centre for Equality and Diversity ('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.



Colin Dalton FCA

Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

11 December 2024

The Centre for Equality and Diversity

Statement of Financial Activities
for the Year Ended 31 March 2024

	Notes	Unrestricted fund £	Restricted funds £	31.3.24 Total funds £	31.3.23 Total funds £
INCOME AND ENDOWMENTS FROM					
Charitable activities					
Income		-	42,350	42,350	150,495
Investment income	2	64	-	64	16
Total		64	42,350	42,414	150,511
EXPENDITURE ON					
Charitable activities					
Expenditure		10,940	44,501	55,441	115,998
NET INCOME/(EXPENDITURE)		(10,876)	(2,151)	(13,027)	34,513
RECONCILIATION OF FUNDS					
Total funds brought forward		45,000	6,050	51,050	16,537
TOTAL FUNDS CARRIED FORWARD		34,124	3,899	38,023	51,050

The notes form part of these financial statements

Balance Sheet
31 March 2024

	Notes	Unrestricted fund £	Restricted funds £	31.3.24 Total funds £	31.3.23 Total funds £
FIXED ASSETS					
Tangible assets	7	**256**	-	**256**	341
CURRENT ASSETS					
Debtors	8	**3,900**	-	**3,900**	7,538
Cash at bank and in hand		**40,737**	**3,900**	**44,637**	61,221
		44,637	**3,900**	**48,537**	68,759
CREDITORS					
Amounts falling due within one year	9	**(10,770)**	-	**(10,770)**	(18,050)
NET CURRENT ASSETS		**33,867**	**3,900**	**37,767**	50,709
TOTAL ASSETS LESS CURRENT LIABILITIES		**34,123**	**3,900**	**38,023**	51,050
NET ASSETS		**34,123**	**3,900**	**38,023**	51,050
FUNDS	10				
Unrestricted funds				**34,123**	45,000
Restricted funds				**3,900**	6,050
TOTAL FUNDS				**38,023**	51,050

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

(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.

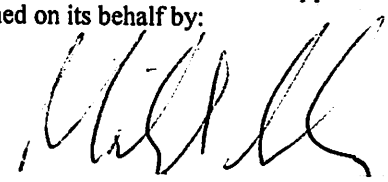
The notes form part of these financial statements

continued...

Balance Sheet - continued
31 March 2024

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 11 December 2024 and were signed on its behalf by:



Mr M Killin - Treasurer - Trustee

The notes form part of these financial statements

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.

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.

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
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings - 25% on reducing balance

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

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. INVESTMENT INCOME

	31.3.24	31.3.23
	£	£
Deposit account interest	64	16

continued...

3. NET INCOME/(EXPENDITURE)

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

	31.3.24	31.3.23
	£	£
Depreciation - owned assets	85	114

4. 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.

5. STAFF COSTS

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

	31.3.24	31.3.23
Charitable activities	2	3

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

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Income	98,807	51,688	150,495
Investment income	15	1	16
Total	98,822	51,689	150,511
EXPENDITURE ON			
Charitable activities			
Expenditure	70,360	45,638	115,998
NET INCOME	28,462	6,051	34,513
RECONCILIATION OF FUNDS			
Total funds brought forward	16,537	-	16,537

continued...

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £	Restricted funds £	Total funds £
TOTAL FUNDS CARRIED FORWARD	44,999	6,051	51,050

7. TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST	
At 1 April 2023 and 31 March 2024	**9,061**
DEPRECIATION	
At 1 April 2023	**8,720**
Charge for year	**85**
At 31 March 2024	**8,805**
NET BOOK VALUE	
At 31 March 2024	**256**
At 31 March 2023	341

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.24 £	31.3.23 £
Trade debtors	**3,900**	7,538

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.24 £	31.3.23 £
Trade creditors	**9,930**	17,210
Accrued expenses	**840**	840
	10,770	18,050

continued...

10. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	**45,000**	**(10,877)**	**34,123**
Restricted funds			
The Eveson Trust	**554**	**(554)**	**-**
Active Voice for Change	**2,413**	**(2,413)**	**-**
TNL Community Fund	**3,063**	**(3,063)**	**-**
Trusthouse CF	**20**	**(20)**	**-**
WDH Project	**-**	**3,900**	**3,900**
	6,050	**(2,150)**	**3,900**
TOTAL FUNDS	**51,050**	**(13,027)**	**38,023**

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	**64**	**(10,941)**	**(10,877)**
Restricted funds			
The Eveson Trust	**-**	**(554)**	**(554)**
Active Voice for Change	**-**	**(2,413)**	**(2,413)**
TNL Community Fund	**-**	**(3,063)**	**(3,063)**
Trusthouse CF	**-**	**(20)**	**(20)**
DCVS	**38,450**	**(38,450)**	**-**
WDH Project	**3,900**	**-**	**3,900**
	42,350	**(44,500)**	**(2,150)**
TOTAL FUNDS	**42,414**	**(55,441)**	**(13,027)**

continued...

10. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	16,537	28,463	45,000
Restricted funds			
The Eveson Trust	-	554	554
Active Voice for Change	-	2,413	2,413
TNL Community Fund	-	3,063	3,063
Trusthouse CF	-	20	20
	-	6,050	6,050
TOTAL FUNDS	16,537	34,513	51,050

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	98,822	(70,359)	28,463
Restricted funds			
ASDA Foundation Funding	780	(780)	-
Dorothy Cadbury LWP	2,001	(2,001)	-
Foyle Foundation	7,000	(7,000)	-
The Eveson Trust	13,500	(12,946)	554
Active Voice for Change	12,243	(9,830)	2,413
TNL Community Fund	6,164	(3,101)	3,063
Trusthouse CF	10,001	(9,981)	20
	51,689	(45,639)	6,050
TOTAL FUNDS	150,511	(115,998)	34,513

continued...

11. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2024.

Detailed Statement of Financial Activities for the Year Ended 31 March 2024

	31.3.24 £	31.3.23 £
INCOME AND ENDOWMENTS		
Investment income		
Deposit account interest	**64**	16
Charitable activities		
Income from fees and charges	**-**	98,780
Donations	**3,900**	39,471
Grant income	**38,450**	12,244
	42,350	150,495
Total incoming resources	**42,414**	150,511
EXPENDITURE		
Charitable activities		
Salaries and pensions	**27,099**	56,171
External facilitation services	**-**	579
Volunteers travel and training	**-**	1,969
Office expenses	**1,986**	2,267
Insurance	**-**	1,019
Projects Resources and Activities	**331**	12,605
Telephone and postage	**3,406**	3,806
Maintenance and repairs	**10,130**	1,516
Disbursements	**8,787**	30,974
Freelance accountancy costs	**2,715**	2,921
Bank charges	**62**	139
Training and development	**-**	373
Transport	**-**	705
Depreciation	**85**	114
Governance costs	**840**	840
	55,441	115,998
Total resources expended	**55,441**	115,998
Net (expenditure)/income	**(13,027)**	34,513

Independent Examiner's Report to the Trustees of The Centre for Equality and Diversity

Independent examiner's report to the trustees of The Centre for Equality and Diversity ('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.



Colin Dalton FCA

Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

11 December 2024

THE CENTRE FOR EQUALITY AND DIVERSITY

England & Wales - Charity number 1114821

Accounts

Centre for Equality & Diversity



Centre for Equality and Diversity

Annual Report

April 2022 – March 2023

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Welcome to our Annual Report for April 2022 – March 2023

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and Our Community Hub Report

Financial Review for the year 2022/23 11

Chair's Report

We have had yet another busy year at CfED and I would like to thank everyone who has contributed to our successes, to all the staff, volunteers, funders, partners, trustees and Board members, who have worked extremely hard to keep CfED going whilst facing significant challenges along the way.

In addition, we have this year had to contend with moving out from our Stone Street premises, where we have been for 40+ years, and finding somewhere new from where to carry on our good work. I am pleased to report that at the end of this year we made the move to pastures new – literally round the corner! – to Holloway Chambers in Priory Street, Dudley, and I would like to extend my thanks to everyone involved in the relocation.

I am pleased to report that we successfully completed the two major refugee resettlement projects for Afghan and Syrian refugees during this year and, in conjunction with Dudley MBC's Directorate of Housing, we have been able to support and successfully resettle the affected families into our Dudley communities. We have also supported families hosting Ukrainian refugees and the refugees themselves to settle.

Our work over the course of the year is detailed in the rest of this Annual Report and I hope you enjoy learning more of what we have achieved, both with the projects and initiatives carried out and the very many individuals and families we have helped and supported through the Community Hub, which continues to be a lifeline for many of our service users, particularly in their dealings with statutory and other agencies.

I would like to end as I began by thanking all involved – staff, volunteers, funders, partners, Board members and trustees – for continuing their excellent work this year to make CfED a haven for our myriad communities in the borough.

Mushtaq Hussain, Chair

Our Vision and Values, Our Mission Statement, Our Strategic Aims and Priorities

Vision and Values

- CfED will strive to be a centre of excellence and the ‘go to’ in the Borough in matters of equality and diversity
- CfED will provide a haven for all our diverse communities who need it
- CfED will provide a voice for all our marginalised and excluded communities who struggle to be heard.

We will do this with our core values of caring, compassion, integrity, and honesty.

Our Mission Statement

- To celebrate the diversity, culture, and resilience in our communities.
- To support all our communities, traditional and newly emerging, to address the acknowledged inequalities in health, housing, prosperity, employment, and education.

Our Strategic aims and priorities

- Provide an advisory role to local public bodies on the responsibilities of their General and Public Sector Equality Duty under the Equality Act 2010.
- Help to reduce health inequalities in the borough, particularly post Covid-19 by:
    - ensuring the health needs of disadvantaged communities are identified and met by providers
    - forging close strategic partnerships with public health providers and commissioning groups throughout the borough
    - active membership of local committees and groups

    - participation in the Community Transformation Programme due to come on stream for the borough in 2023/24.
- Reduce inequalities in housing for communities by working closely with housing providers to ensure the housing needs of our disparate communities are identified and met.
- Reduce discrimination in employment and across the range of public and private sector employers by supporting or signposting, those employees belonging to the nine protected characteristic groups under the Equality Act 2010 and working with employers.
- Contribute to fostering good relations and community cohesion by maintaining close working relationships with all local agencies working in the field and through active membership of relevant statutory groups and boards which bring together the range of agencies.
- Reduce inequalities in education by working with families and individuals, and liaising with educational establishments to:
    - continue to actively support and refer College learners
    - nurture and collaborate on the shared commitment to celebrate the culture, diversity, and inclusion at the heart of ESOL.
- Remove language or structural gaps, acting as the focus point between our marginalised and disadvantaged communities and statutory services in the borough.
- Build on the positive outcomes of the independent review of the Community Hub model.
- Continue to make concerted efforts to secure long term and sustainable funding to enable us to achieve our strategic aims and priorities.

Our Board Members, Staff and Volunteers during 2022-2023

Board of Directors

Mushtaq Hussain	-	Chair
Brian Roe	-	Vice Chair
Paul Singh	-	Treasurer
Saroj Norman	-	Secretary
Angela Edwards		
Kulvinder Hira		
Michael Killen		
Nicolas Barlow		

Staff

Jameela Hizam	-	Operational & Development Manager
Sarah Williams	-	Community Link Worker
Shugofa Nazem	-	Refugee Support Officer

Volunteers

Stanley Bethelmie

Naila Mansouri

Majer Singh

Associates

Kathryn Gorick	-	ESOL Tutor
Andrew Harwood	-	ESOL Tutor

Our Partnerships throughout 2022-2023

Dudley MBC Housing Services

Halesowen Welcome Group

DCVS

DWP Job Centres Plus across the Dudley Borough

Dudley College

Halesowen College

Dudley Adult learning centre

Various cultural communities' groups

Safe and Sound Board

Community Cohesion Strategic Group

Black Country Foodbanks and distribution networks

Salma Foodbank team Group

What we accomplished during the year 2022-2023 and Our Community Hub Report

This is what we've been doing this year to achieve our strategic aims and priorities and to support our myriad communities

Provide an advisory role to local public bodies on the responsibilities of their General and Public Sector Equality Duty under the Equality Act 2010.

- Received referrals from a wide range of partners
- Signposted to support available in the borough
- Advocated on behalf of the diverse population of Dudley
- Represented the views of the communities we serve at relevant meetings

Help to reduce health inequalities in the borough, particularly post Covid-19

- Time to Get Active Project
- Supporting service users on addressing their health issues
- Providing NHS professionals with limited interpreting service for some of our service users
- Involved in the early stages of a Digital Inclusion research project in conjunction with Birmingham University with the aim of producing a guide for the NHS and its technology partners to take account of the digital needs of excluded and marginalised communities.

Reduce inequalities in housing for communities by working closely with housing providers to ensure the housing needs of our disparate communities are identified and met.

- Referred service users to Dudley homeless team following eviction notices

- Advocated on behalf of service users with specific housing issues
- Supported service users in making their respective cases for rehousing with Dudley MBC Housing Services
- Worked with Dudley Housing Services to ensure appropriate suitable accommodations are allocated to in coming Migrants on government-funded schemes

Reduce discrimination in employment and across the range of public and private sector employers by supporting or signposting those employees belonging to the nine protected characteristic groups under the Equality Act 2010 and working with employers.

- Set up an employment job club
- Set up a weekly workshop facilitated by DWP
- Worked with managers at varies job centres to enable some of our service users to gain employment

Contribute to fostering good relations and community cohesion by maintaining close working relationships with all local agencies working in the field and through active membership of relevant statutory groups and boards which bring together the range of agencies.

- Operated an employment support job club for migrant Refugees and Asylum Seekers
- Held a weekly Place of Welcome
- Offered drop-in sessions for any member of the public for support and information i.e. benefits, housing needs and support with public sector services and issuing Black Country Foodbank vouchers. (Tuesday-Thursday, every week)
- Local Community Cohesion group membership
- Member of Safe and Sound Board

Reduce inequalities in education by working with families and individuals, and liaising with educational establishments.

- Offered 3 ESOL sessions weekly in-house
- Referred students to undertake ESOL (Dudley and Halesowen Colleges)

- Supported individual service users in accessing ESOL classes including undertaking induction
- Taught service users IT, Social and Digital Skills
- Communicated with children's schools, college teachers and parents
- Supported Parents to address concerns in a particular school including interpreting

Continue to make concerted efforts to secure long term and sustainable funding to enable us to achieve our strategic aims and priorities

- We made successful bids during the year to sustain our services
- CfED funding secured until July 2023
- Further funding bids are in the pipeline for 2023/24

Financial Review for the year 2022/23

Against the backdrop of limited financial resources again for this year, the Charity continued to deliver its activities and services in accordance with agreed project outcomes with our funders. Our total income for the year to 31st March 2023 was £150,511, an increase of 60% on the previous year but with significant commitments going forward.

The Centre for Equality and Diversity

Statement of Financial Activities
for the Year Ended 31 March 2023

	Notes	Unrestricted fund £	Restricted funds £	31.3.23 Total funds £	31.3.22 Total funds £
INCOME AND ENDOWMENTS FROM					
Charitable activities					
Income		**98,807**	**51,688**	**150,495**	93,890
Investment income	2	**16**	**-**	**16**	1
Total		**98,823**	**51,688**	**150,511**	93,891
EXPENDITURE ON					
Charitable activities					
Expenditure		**70,360**	**45,638**	**115,998**	94,865
NET INCOME/(EXPENDITURE)		**28,463**	**6,050**	**34,513**	(974)
RECONCILIATION OF FUNDS					
Total funds brought forward		**16,537**	**-**	**16,537**	17,511
TOTAL FUNDS CARRIED FORWARD		**45,000**	**6,050**	**51,050**	16,537

A full copy of the 2022/23 financial statement is available upon request by writing to the Treasurer, CfED, Holloway Chambers, 28 Priory Street, Dudley, DY1 1HA or email finance@cfed.org.uk. The financial statement is also available to download from our website www.cfed.org.uk and from the Charity Commission's website www.charitycommission.gov.uk by entering our charity registration number 1114821 under 'Search for a charity'.



Centre for Equality & Diversity

Follow us on social media…!

www.cfed.org.uk

CentreForEqualityAndDiversityNEW

CfedDudley1

For more information or support, call us on 01384 456166 or email admin@cfed.org.uk

heart of england COMMUNITY FOUNDATION

Dudley Metropolitan Borough Council

REGISTERED COMPANY NUMBER: 05745005 (England and Wales)
REGISTERED CHARITY NUMBER: 1114821

Report of the Trustees and

Unaudited Financial Statements

for the Year Ended 31 March 2023

for

The Centre for Equality and Diversity

Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

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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).

Report of the Trustees
for the Year Ended 31 March 2023

OBJECTIVES AND ACTIVITIES

Objectives and aims

PURPOSE

Our Charity's purposes as set out in the objects contained in the Company's Memorandum of Association are:
i. Promote equality of opportunity across all Protected Characteristics: race, gender reassignment, marriage & civil partnership, pregnancy & maternity, age, sex, religions belief & disability.
ii. To eliminate discrimination based on, or having reference to all or any of the foregoing.
iii. Promote such or any charitable purposes as the charity shall think fit.

OBJECTIVES AND AIMS

The Charity's aims and objectives are reviewed regularly by board members at board and other meetings. A review early in this year resulted in the adoption of revised vision, values, mission statement and strategic aims which were formally launched at last year's AGM, held in September 2022.

Vision and Values

- CfED will strive to be a centre of excellence and the 'go to' in the Borough in matters of equality and diversity
- CfED will provide a haven for all our diverse communities who need it
- CfED will provide a voice for all our marginalised and excluded communities who struggle to be heard.

We will do this with our core values of caring, compassion, integrity, and honesty.

Our Mission Statement

- To celebrate the diversity, culture, and resilience in our communities.
- To support all our communities, traditional and newly emerging, to address the acknowledged inequalities in health, housing, prosperity, employment, and education.

Our Strategic aims and priorities

- Provide an advisory role to local public bodies on the responsibilities of their General and Public Sector Equality Duty under the Equality Act 2010.
- Help to reduce health inequalities in the borough, particularly post Covid-19 by:
  - o ensuring the health needs of disadvantaged communities are identified and met by providers
  - o forging close strategic partnerships with public health providers and commissioning groups throughout the borough
  - o active membership of local committees and groups
  - o participation in the Community Transformation Programme due to come onstream for the borough in 2023/24.
- Reduce inequalities in housing for communities by working closely with housing providers to ensure the housing needs of our disparate communities are identified and met.
- Reduce discrimination in employment and across the range of public and private sector employers by supporting or signposting, those employees belonging to the nine protected characteristic groups under the Equality Act 2010 and working with employers.
- Contribute to fostering good relations and community cohesion by maintaining close working relationships with all local agencies working in the field and through active membership of relevant statutory groups and boards which bring together the range of agencies.
- Reduce inequalities in education by working with families and individuals, and liaising with educational establishments to:
  - o continue to actively support and refer College learners
  - o nurture and collaborate on the shared commitment to celebrate the culture, diversity, and inclusion at the heart of ESOL.
- Remove language or structural gaps, acting as the focus point between our marginalised and disadvantaged communities and statutory services in the borough.
- Build on the positive outcomes of the independent review of the Community Hub model.
- Continue to make concerted efforts to secure long term and sustainable funding to enable us to achieve our strategic aims and priorities.

Public Benefit
In setting plans and priorities for areas of work, the Trustees of CfED have followed the guidance from the Charity Commission on the provision of public benefit. Trustees consider how planned activities will continue to meet objectives they have set. We have demonstrated how CfED delivers its principal charitable objective, to promote equality of opportunity and eliminate discrimination, in this financial statement.

How our activities deliver public benefits
All our charitable activities are focused on empowering service users and engaging with others - whether voluntary or statutory agencies - in ways which make a difference to them.

Who used and benefited from our services?
Who we help at times depend on the availability of funding and any limitation on the use of such funds. However, in general terms our services users during the year 2022/2023 included:
1. those who dropped in and used the services and facilities in the Community Hub, including recently arrived migrants to the borough;
2. those whom we supported on Afghan and Syrian programme commissioned by Dudley Housing Services; participants in our funded projects, including IT based projects, health and well being programmes.

Volunteers/work placements
The charity is grateful for the unstinting efforts of all its Volunteers and work placements who played an important part in the life of the charity and we appreciate all their contributions.

FINANCIAL REVIEW
Financial Review
Against the backdrop of limited resources and insecurities over funding the Charity has delivered in line with agreed funded projects / services. While the Charity has sound financial management and a dedicated team of staff and volunteers, we have not been able to increase funds significantly during 2022/2023. The Charity will continue to actively seek new and alternative revenue streams with the guided support of external expertise. Directors recognised the challenging financial situation the charity faces in the forthcoming year.

Principal funding sources
The principal funding sources for the Charity in 2022/2023 were by way of earned income which had a value of £.150,495. The Charity continued to receive in-kind support from Dudley MBC during the year, pertaining to the upkeep of premises at Stone Street. This is valued at approximately £14,500 per annum.

Investment policy and objectives
Although it is the intention of the Directors to build up a sufficient reserve that may then be invested in long term deposits no such investment has taken place during the year.

Reserves policy
Reserves policy
The Board of Directors has examined the Charity's requirement for reserves in light of the main risk to the organisation. It has established a policy whereby the unrestricted funds not omitted or invested in tangible fixed assets held by the charity should be equivalent to 6 months or £50,000 of annual core cost of the organisation.

This present level of unrestricted resources available to the Charity of £45,000 therefore falls short of target level although the strategy is to build reserves through planned operating surplus. Trustees are well aware that target may take a few years to build. In the short-term Trustees have also considered the extent to which existing activities and expenditure could be curtailed.

FINANCIAL REVIEW

Plans for future periods

The Charity plans to continue the activities outlined below in 2023/2024. Among our priorities are:
- Continue to develop the Community Hub concept for the delivering of services from our base.
- Develop more specific services / activities to meet the growing needs of new and emerging communities particularly ESOL and outreach
- Secure a total of at least £60,000 core funding during the year
- Continue to review and update organisational policies
- Review and update the business / operational plan
- Seek the best local structure to make the case for core funding from Dudley MBC and other local public sector agencies who receive great value directly & indirectly from the work of the Charity
- Continue to improve social media and online platforms to raise profile and funds.
- Work towards increasing the number of Trustees / Directors on the board giving attention to the skill set of current board members.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The organisation is a charitable company limited by guarantee, incorporated on 16th March 2006 and registered as a charity on 23rd June 2006; we are now entering our 17th year of operation. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of company being wound up members are required to contribute an amount not exceeding £10.

The Trustees (who are also Directors of the Charity for the purposes of the Companies Act) present their annual report together with the independently examined financial statements, for the Centre for Equality & Diversity (CfED) for the year ended 31st March 2023. The Trustees confirm that the financial statements of the charity comply with the current statutory requirements.

The Charity and its aims

The charity is registered in England (registration number 1114821) and is not liable to UK taxation as it has non-taxable charitable activities. The charity is established to promote equality of opportunity across all diversity strands, to eliminate discrimination and to promote such or any similar charitable purposes as the charity shall think fit.

Recruitment and appointment of trustees

The Board of Trustees is appointed by majority agreement of the existing Trustees and is scheduled to meet at least 6 times per year to review the Charity's activities and strategies. There is one sub-committees appointed as shown in the Trustees' listings on page 5.

Throughout the year the board of directors met monthly.

The Board of Trustees keeps under review the skills required of the Board and when necessary, it seeks new trustees to ensure the maintenance of required mix of skills.

All members of the Board give their time voluntarily and receive no benefits from the Charity. Any expenses reclaimed from the charity are set out in note 6 to the accounts.

Under the requirements of the Memorandum and Articles of Association the Directors are elected to serve for a period of three years after which they must be re-elected at the next annual general meeting.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational structure

The Charity has a Board of Directors and one separate sub-committee, each with clearly defined functions and responsibilities, to oversee and manage its activities. The Operation and Development Manager is responsible for the day-to-day management of the Charity and its activities. The Board is the governing body currently with 9 members who met 11 times during the year under review and has been responsible for the policy, financial affairs and a wide range of ancillary business.

The Finance and General Purposes Sub-Committee (F&GP) has responsibilities for decisions and matters relating to staffing, accounting, finances, allocation of resources, policies pertaining to the work programme and strategic direction of the organisation. It has 6 members from the Board of Directors.

Related parties

As so far as it is complementary to the Charity's objects, the Charity is guided by both local and national policies. At a national level, the Equality Act of 2010 is vital in terms of how we drive changes in organisational policies and practices and make recommendations to public sector agencies.

At a local level the Charity has relationships with several local and regional agencies and is influenced by policies from several of these agencies providing health care and other essential services. We also have representation on 2 local strategic boards, Safe & Sound Strategic Board and Community Cohesion Strategic Group.

Risk management

The Trustees regularly review the major financial and non-financial risks to the Charity to ensure that steps have been taken to minimise the risk and to provide the charity's staff with appropriate insurance or physical protection against any unavoidable risks. Standing item of risk management is on every agenda of each board meetings.

Significant external risks to funding have led to much discussion both at board and sub-committee level. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, service users and visitors to our Stone Street base.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
05745005 (England and Wales)

Registered Charity number
1114821

Registered office
10a, 10b, 11 Ground Floor
Holloway Chambers
Priory Street
Dudley
West Midlands
DY1 1HA

Trustees
Ms A J Edwards
Mrs K Hira
Mr M Hussain - Chair
Ms D Martin (resigned 26.4.22)
Mr B Roe
Mr P Singh
Ms P Atkhar (resigned 4.4.22)
Ms S Norman
Mr K Rodney (resigned 19.8.22)
Mr M Killin (appointed 26.4.22)
Mr N Barlow - Treasurer (appointed 15.6.22)

Sub-Committee Appointments

Finance and Policies:

Mr M Hussain
Mr B Roe
Mr P Singh
Ms K Hira

Human and Operational:

Mr B Roe (Chair)
Mrs A Edwards
Mrs K Hira
Mr P Singh

The above two Sub-Committees were merged into one (Finance & General Purpose Committee) on 14.9.22 detailed below.

Finance & General Purpose Committee:

Mr M Hussain
Mr B Roe
Mr P Singh
Ms S Norman
Mr N Barlow
Ms A J Edwards

Company Secretary
Ms S Norman

Independent Examiner
Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

REFERENCE AND ADMINISTRATIVE DETAILS

Senior Management
Ms Jameela Hizam - Operations & Development Manager

Bankers
HSBC, 226 High Street, Dudley, West Midlands, DY1 1PQ

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 25/10/2023 and signed on its behalf by:

.....
Mr M Hussain - Chair - Trustee

Independent examiner's report to the trustees of The Centre for Equality and Diversity ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

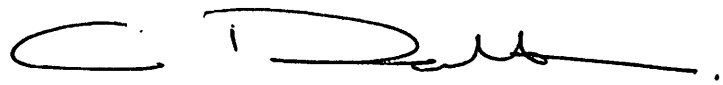
Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

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
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.



Colin Dalton FCA

Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

Date: 25/10/2023

The Centre for Equality and Diversity

Statement of Financial Activities
for the Year Ended 31 March 2023

	Notes	Unrestricted fund £	Restricted funds £	31.3.23 Total funds £	31.3.22 Total funds £
INCOME AND ENDOWMENTS FROM					
Charitable activities					
Income		98,807	51,688	150,495	93,890
Investment income	2	16	-	16	1
Total		98,823	51,688	150,511	93,891
EXPENDITURE ON					
Charitable activities					
Expenditure		70,360	45,638	115,998	94,865
NET INCOME/(EXPENDITURE)		28,463	6,050	34,513	(974)
RECONCILIATION OF FUNDS					
Total funds brought forward		16,537	-	16,537	17,511
TOTAL FUNDS CARRIED FORWARD		45,000	6,050	51,050	16,537

The notes form part of these financial statements

Balance Sheet
31 March 2023

	Notes	Unrestricted fund £	Restricted funds £	31.3.23 Total funds £	31.3.22 Total funds £
FIXED ASSETS					
Tangible assets	7	341	-	341	455
CURRENT ASSETS					
Debtors	8	7,538	-	7,538	17,290
Cash at bank and in hand		55,171	6,050	61,221	24,707
		62,709	6,050	68,759	41,997
CREDITORS					
Amounts falling due within one year	9	(18,050)	-	(18,050)	(25,915)
NET CURRENT ASSETS		44,659	6,050	50,709	16,082
TOTAL ASSETS LESS CURRENT LIABILITIES		45,000	6,050	51,050	16,537
NET ASSETS/(LIABILITIES)		45,000	6,050	51,050	16,537
FUNDS	10				
Unrestricted funds				45,000	16,537
Restricted funds				6,050	-
TOTAL FUNDS				51,050	16,537

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

(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

continued...

Balance Sheet - continued
31 March 2023

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 25/10/2023 and were signed on its behalf by:

N. A. Barlow

Mr N Barlow - Treasurer - Trustee

The notes form part of these financial statements

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.

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.

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
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings - 25% on reducing balance

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

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. INVESTMENT INCOME

	31.3.23	31.3.22
	£	£
Deposit account interest	16	1

continued...

3. NET INCOME/(EXPENDITURE)

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

	31.3.23	31.3.22
	£	£
Depreciation - owned assets	114	152

4. 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.

5. STAFF COSTS

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

	31.3.23	31.3.22
Charitable activities	3	3

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

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Income	93,890	-	93,890
Investment income	1	-	1
Total	93,891	-	93,891
EXPENDITURE ON			
Charitable activities			
Expenditure	89,974	4,891	94,865
NET INCOME/(EXPENDITURE)	3,917	(4,891)	(974)
Transfers between funds	(715)	715	-
Net movement in funds	3,202	(4,176)	(974)
RECONCILIATION OF FUNDS			
Total funds brought forward	13,334	4,177	17,511

continued...

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £	Restricted funds £	Total funds £
TOTAL FUNDS CARRIED FORWARD	16,536	1	16,537

7. TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST	
At 1 April 2022 and 31 March 2023	9,061
DEPRECIATION	
At 1 April 2022	8,606
Charge for year	114
At 31 March 2023	8,720
NET BOOK VALUE	
At 31 March 2023	341
At 31 March 2022	455

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.23 £	31.3.22 £
Trade debtors	7,538	17,290

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.23 £	31.3.22 £
Trade creditors	17,210	25,075
Accrued expenses	840	840
	18,050	25,915

continued...

10. MOVEMENT IN FUNDS

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	16,537	28,463	45,000
Restricted funds			
The Eveson Trust	-	554	554
Active Voice for Change	-	2,413	2,413
TNL Community Fund	-	3,063	3,063
Trusthouse CF	-	20	20
	-	6,050	6,050
TOTAL FUNDS	16,537	34,513	51,050

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	98,822	(70,359)	28,463
Restricted funds			
ASDA Foundation Funding	780	(780)	-
Dorothy Cadbury LWP	2,001	(2,001)	-
Foyle Foundation	7,000	(7,000)	-
The Eveson Trust	13,500	(12,946)	554
Active Voice for Change	12,243	(9,830)	2,413
TNL Community Fund	6,164	(3,101)	3,063
Trusthouse CF	10,001	(9,981)	20
	51,689	(45,639)	6,050
TOTAL FUNDS	150,511	(115,998)	34,513

continued...

10. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	13,334	3,918	(715)	16,537
Restricted funds				
Community Led Homes	1,382	(1,382)	-	-
Community Forum	103	(103)	-	-
Community Heart of England	1,956	(1,963)	7	-
Community Fund	736	(1,444)	708	-
	4,177	(4,892)	715	-
TOTAL FUNDS	17,511	(974)	-	16,537

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	93,891	(89,973)	3,918
Restricted funds			
Community Led Homes	-	(1,382)	(1,382)
Community Forum	-	(103)	(103)
Community Heart of England	-	(1,963)	(1,963)
Community Fund	-	(1,444)	(1,444)
	-	(4,892)	(4,892)
TOTAL FUNDS	93,891	(94,865)	(974)

continued...

11. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2023.

Detailed Statement of Financial Activities for the Year Ended 31 March 2023

	31.3.23 £	31.3.22 £
INCOME AND ENDOWMENTS		
Investment income		
Deposit account interest	16	1
Charitable activities		
Income from fees and charges	98,780	93,890
Donations	39,471	-
Grant income	12,244	-
	150,495	93,890
Total incoming resources	150,511	93,891
EXPENDITURE		
Charitable activities		
Salaries and pensions	56,171	58,196
External facilitation services	579	395
Volunteers travel and training	1,969	1,881
Consultancy fees	-	2,100
Office expenses	2,267	1,954
Insurance	1,019	1,625
Projects Resources and Activities	12,605	1,885
Telephone and postage	3,806	4,077
Maintenance and repairs	1,516	1,524
Disbursements	30,974	17,841
Freelance accountancy costs	2,921	2,018
Bank charges	139	2
Training and development	373	145
Transport	705	-
Return of funds	-	230
Depreciation	114	152
Governance costs	840	840
	115,998	94,865
Total resources expended	115,998	94,865
Net income/(expenditure)	34,513	(974)

Independent Examiner's Report to the Trustees of The Centre for Equality and Diversity

Independent examiner's report to the trustees of The Centre for Equality and Diversity ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

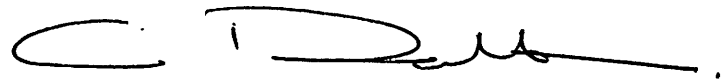
Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

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
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.



Colin Dalton FCA

Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

Date: 25/10/2023

THE CENTRE FOR EQUALITY AND DIVERSITY

England & Wales - Charity number 1114821

Accounts



Centre For Equality and Diversity

Annual Report

April 2021-March 2022

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Governance, Staff and Volunteers April 2021-March 2022

Board of Directors

Mr Mushtaq Hussain — *Chair*
Mr Brian Roe — *Vice Chair*
Ms Kulvinder Hira — *Treasurer*
Mr Paul Singh — *Secretary*
Ms Saroj Norman
Ms Parwin Akhtar
Mr Kenneth Rodney
Ms Diana Martin
Ms Angela Edwards

Volunteers

Stanley Bethelmie
Naila Mansouri
Majer Singh

Staff Team

Kenneth Rodney — *(Until 31st August 2021) Chief Officer*
Jameela Hizam — *Senior Integration Officer (until 31st August 2021) Operational & Development Manager (from 1st September 2021)*
Sarah Williams — *Community Link Worker*
Shugofa Nazem — *Refugee Support Officer*

Associates

Andrew Harwood — *English tutor*
Paul Chesterman — *English Tutor*
Stephanie Blinten — *English Tutor*

Chair's Report



I would like to start my report by thanking all the staff, volunteers, board members and our funders for all the support during the last 12 months. Without which survival would have been difficult. Kenneth Rodney, Chief Officer, decided to retire from full time employment at the end of August 2021. Kenneth has served Dudley community for 22 years. His contribution towards the development of Black, Asian, and minority ethnic (BAME) communities and building bridges with the statutory and voluntary bodies is well documented. We wish him all the best for the future. I am sure, his family will be pleased to see him spending more time with them.

With Kenneth's retirement, we were able to appoint Jameela Hizam as an Operational and Development Manager. Jameela is no stranger to Dudley Community, she has been with us for last 5 years, working as a Senior Integration Support Officer.

We successfully completed the Syrian Refugee Resettlement Programme. Working very closely with the Directorate of Housing and Community Services. The programme did pose some challenges. I am pleased to say we were able to deal with these challenges in a professional manner. We recognised that it is not easy to resettle into a different culture. Furthermore, these families came from a very challenging environment. Partnership working with Housing Services and other agencies support to resettle these families into the Dudley community.

In July 2021, we succeeded in securing contract with the Directorate of Housing and Community Services delivering Afghan refugees resettlement project. The commission is for 20 families to be resettled in Dudley. The commission is to give intensive one-to-one support to Afghan families who come with different challenges.

The Community Hub usage continues to grow, offering help and support to the service users. We can offer 1 to 1 session, advocating on behalf of people on benefit issues, space for people to meet over a coffee and help to search for jobs. The impact of Covid-19 pandemic on BAME communities has been more severe. The Hub facility is a lifeline for some of our users in seeking support and getting through to relevant agencies.

Finally, I would like to thank all the CfED staff, volunteers, board members and our partners for working tirelessly, creating positive relationships and advocating for those who are in need of help.

Mushtaq Hussain (Chairperson)

> **We faced unprecedented challenges and I am proud how well we met them**

Financial Review

Against the backdrop of limited financial resources and some insecurities over our long – term future, the Charity has continued to deliver activities and services according to agreed commission and project outcomes with funders. Our total income for the year to 31st March 2022 was £93,891, an increase of 21% on the previous year.

We have continued to seek new and lasting funding streams with the guided support of external expertise and we are hopeful that our efforts will pay off. We are also confident that the Charity is sustainable and will continue to meet the needs of vulnerable service users from across the Borough of Dudley.

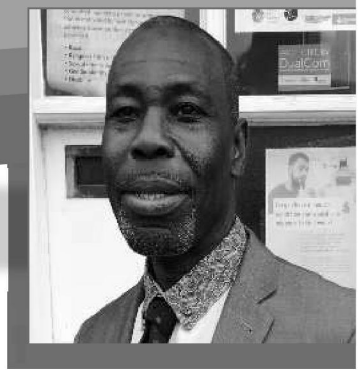
The Centre for Equality and Diversity

Statement of Financial Activities
for the Year Ended 31 March 2022

	Notes	Unrestricted fund £	Restricted funds £	31.3.22 Total funds £	31.3.21 Total funds £
INCOME AND ENDOWMENTS FROM					
Charitable activities					
Income		**93,890**	**-**	**93,890**	77,556
Investment income	2	**1**	**-**	**1**	2
Total		**93,891**	**-**	**93,891**	77,558
EXPENDITURE ON					
Charitable activities					
Expenditure		**89,974**	**4,891**	**94,865**	67,128
NET INCOME/(EXPENDITURE)		**3,917**	**(4,891)**	**(974)**	10,430
Transfers between funds	10	**(715)**	**715**	**-**	-
Net movement in funds		**3,202**	**(4,176)**	**(974)**	10,430
RECONCILIATION OF FUNDS					
Total funds brought forward		**13,334**	**4,177**	**17,511**	7,081
TOTAL FUNDS CARRIED FORWARD		**16,536**	**1**	**16,537**	17,511

A full copy of the 2021/ 2022 financial statement is available upon request by writing to the Treasurer – CfED 16a Stone Street Dudley DY1 1NS or email: finance@cfed.org.uk. The financial statement is also available to download from our website: www.cfed.org.uk and from the Charity Commission's website: www.charitycommission.gov.uk by entering our charity registration number 1114821 under search for a charity.

Chief Officer's Report (to 31st August 2021)



It gives me great pleasure to make another contribution as Chief Officer to CfED's annual report albeit for only the first 5 months of the fiscal year. In this my last report as the Charity's Chief Officer and coming out of the pandemic it is probably easy to focus on the negatives of Covid-19 and the Charity's falling income stream. Like all other charities operating at the grass – roots level CfED had its share of increasing demand from service users and the general public while resources to help with such demand decreased. Nonetheless, our core activities to support the Syrian families within the terms of the Syrian Resettlement Programme was maintained without any disruption.
The funding we secured enabled us to appoint a part time Community Hub Support worker began to pay off as the facilities became a haven for more and more vulnerable people needing 1 to 1 support with issues from how to apply for Universal Credit to appealing to overcharging utility companies.

We were pleased to have received an extension of our contract with Dudley Housing Services, which was due to end on 31st July 2021 extended to 31st July 2022. I would like to believe that this extension was very much due to the effective way in which we delivered the support to Syrian families and managed the contract over the three-year terms. For the extension period the focus is to be on timely 1 to 1 support to newly arrived Afghanis families of which the local authority has agreed to accommodate up to 20 families within the borough. At the end of my tenure in office two families had already arrived and were given contracted support.

> **I have worked alongside and around some amazing people and organisations across the spectrum of sectors.**

It has truly been an honour to work for CfED since its inception in March 2006. During this period, I have worked alongside and around some amazing people and organisations across the spectrum of sectors. People and organisations whose commitment, ingenuity and selflessness have kept CfED and other organisations going, communities intact and services being delivered in ways that had lit up the faces of many vulnerable people of all ages, colour, and creed. Of course, there were also moments of sadness particularly the periods in which the English Defence League (EDL) and other far right groups tried to push communities apart with their racist views while holding the Borough to ransom. I am so pleased that the people of Dudley did not give in to their demands.

I am rather pleased to commend Jameela Hizam as the bearer of the baton to take the charity forward to another phase of its history. As readers will note from her own report Jameela is not new to the organisation and has served under my administration. I wish her well and may she continue the good work and receive ample support from every community across the borough. I finally say a big thank you to all the Charity's directors and staff of whom I have worked with over these past 22 years.

Kenneth Rodney

Operational & Development Manager's Report



I am pleased to contribute to CfED's 2021/2022 annual report as the Operations and Development Manager (ODM).

In previous years I was the Senior Integration Support Officer. I am grateful to have been appointed to the ODM position in August 2021. It's been my delight to have taken up the position and I look forward to developing the organisation for many years to come. I must show my appreciation to the directors who have shown confidence in me to lead CfED through another phase in its history. I must also express gratitude to my predecessor, Kenneth Rodney, for the able way he led the charity since its establishment in March 2006.

This is my first annual report so I will focus on four key activities between September 2021 and March 2022.

The charity is delighted to have had an extension of its contract with Dudley Housing Services supporting incoming migrant families. Since September 2017, the focus has been on Syrian families and now I am pleased to say the extended contract has a focus on supporting up to 20 Afghan families. I am looking forward to continue working with Dudley Housing Services and to maintain the excellent relationship with them that has been developed over the years.

As at March 2022, 14 Afghan families were in our care and I am pleased to say that we have given the families all the support that we are commissioned to do - and more! We have so far supported 16 children in education, we have ensured that 31 adults are attending ESOL provision, and 6 women have accessed appropriate maternity services.

We have worked with the Halesowen Welcome Group - a long standing partner of CfED - on organising an Afghan Celebration event. The Halesowen Life Central Church joined us in the celebration and donated the venue free of charge. 12 Afghan families attended the event, and we were also honoured to have the Mayor of Dudley, Councillor Anne Millward, attend along with Ahmed Salam, head of programme, from Dudley MBC. The celebration gave the community the opportunity of hearing the Afghan's stories, which both pleased and saddened our Mayor and other guests.

Under my leadership the work of servicing the BAME and new communities will continue predominantly under the umbrella of the Community Hub. The Community Hub has been a haven for many and elsewhere in this report I have outlined some of the activities and successes.

The role of ODM will enable me to develop further skills in management, managing resources and working at a strategic level with the support of trustees/ directors, many of whom have many years' experience in all these areas, as we work towards the long term vision of CfED.



our mission statement, aims and priorities has been updated to reflect a more visionary approach to the future.

Looking forward, I am pleased to report that the charity has begun the process to review its values, mission, strategic aims, and priorities. These will be launched at our next AGM. Directors have agreed a revised vision and values statement, making it more relevant to marginalised and excluded communities who struggle to be heard. Similarly, our mission statement, aims and priorities which have been the same since the beginning of the organisation, have also been updated to reflect a more visionary approach to the future.

We look to expand our menu of services and activities and to increase the range of funders that invest in the Charity.

Jameela Hizam

CfED the go to organisation in Dudley.



Community Hub Report This is our Journey of 2021 -2022

We at CfED's Community Hub are justly proud of another year of existence. We celebrate the 2021 – 2022 year by mentioning that despite some difficulties (internally and externally) we are proud of our accomplishment knowing that we have supported at least 277 people along their respective journey. These were people with individual or family issues ranging from the need to complete their Universal Credit online application to having no recourse to public funds thus urgently in need of food or other household items.

> we are proud of our accomplishment



Our goal had been, at the start of the year, to increase our capacity for access and more facilities following a chaotic period of Covid -19. While we are reflecting back on the year we would like to express our deepest respect and gratitude to our partners, staff and volunteers for their unwavering dedication to our community hub during the period of the pandemic.

Within the available resources we strived to have made a greater impact and meaningful benefit to service users. In the same period, we did our best to constantly sort ways to make the hub a more meaningful, welcoming, and accessible space for everyone.

"CfED has been very helpful. If it wasn't for them, I would be in a lot worse situation" Wayne

Partnerships

It's a great privilege to have so much important work to do and to have so many community focused partners working with us. Across the year we are pleased to have worked with several partners some of which we will mention here.

> we are privileged to have a member of staff from DWP who delivers Employment and Support workshops

Department of Works & Pension (DWP)

We have been privileged to have had a member of staff from the DWP who delivered 6 workshops within the community hub, supporting claimants, with preparing their CVs, giving them advice and timely information on employment and training opportunities.

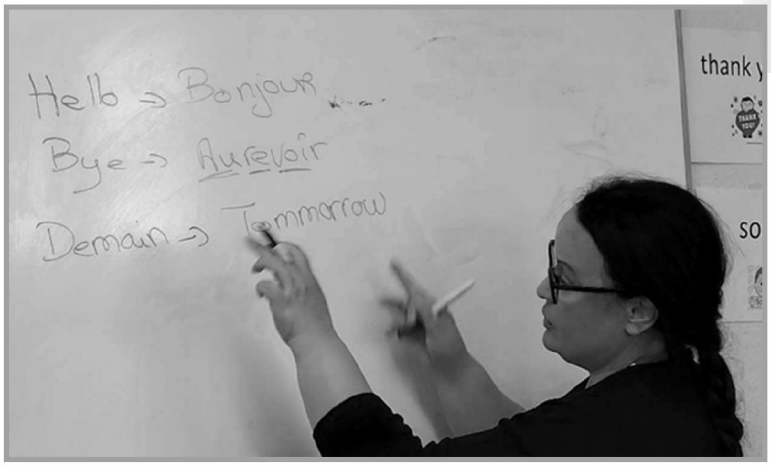
Black Country Foodbank (BCFB)

We are delighted to continue our partnership with the BCFB as a voucher holder. By the community hub being a voucher holder means that service users in crisis can access provision of 3-day emergency food supplies while a longer – term solution is developed.

Near Neighbours (Place of Welcome)
The Place of Welcome concept is a growing network of local community groups, providing neighbourhoods with places where people feel safe to connect, belong and contribute. The Community Hub host a Place of Welcome every Tuesday between 10.30am & 12.30pm. Every person attending can have a free cup of coffee and other refreshment. It is also a place of learning as our activities include quizzes and other opportunities for service users to show off their skills, share their respective stories and use IT facilities.

> we have plans to build on the success of our previous years of operation

For the future we have plans to build on the success of our previous years of operation, by planting seeds through social innovation and partnership; learning along the way how to increase community engagement in the hub which will lead to a measurable improvement of the overall impact we make in the community.



To help us with developing a clearer vision an independent consultant was commissioned to work with us in drafting a clear pathway for the hub. While the consultant has completed the commission our directors are exploring revising CfED's overall vision, values and mission which will incorporate that of the community hub within a corporate framework.



An observation from the consultant states "The Community Hub is providing a safe, welcoming, friendly place to meet for the regular attendees who come every week. They are very comfortable and effectively manage themselves as a peer group."



Throughout the coming year we will continue to strive in seeking to improve the range of activities and services offered within the framework of the Community Hub. At the time of writing this report we are in discussion with appropriate partners, regarding the provision of immigration advice, increasing our IT provision and more.

We would like to acknowledge our Community Hub partners, community partners, volunteers, Trustees, staff and funders for their tireless efforts, deepest commitment, and leadership.

Our Community Hub is better positioned than ever to Lead……..Influence……Change.



Community Link Worker's Report

It has been great to see CfED continue to thrive over the last year. We have had a lot of new faces visit the Community Hub and a lot of new projects and services. There's been a lot of word of mouth about the Hub which has meant there have been new service users most weeks.

As the Community Hub Link Worker, on a day-to-day basis I get to meet a variety of service users passing through CfED and support with any number of issues, whether it's homelessness, unemployment, or support with local service providers; it is great that staff will always try to help the individual no matter their background or situation.

> We have had a lot of new faces visit the Community Hub

This year we've had a lot more service users come to the Community Hub for support with benefits forms, housing and employment support. I don't think I've gone a week since February without filling out Personal Independence Payment or Work Capability forms. Thankfully we've had a lot of successes! Other charities like Scope, are referring their service users to the Community Hub for support with Disability forms. It's good to know the word is out about what the Community Hub can offer.

The Community Hub has had some great positive feedback from Service users. A lot of them appreciate that staff take the time to listen to their problems, as much as they appreciate the problem solving itself. A few of them even consider the Community Hub a second home and make it part of their weekly routine to stop by for a visit.

There is always something new to learn and gain from working at CfED. I love seeing more projects happening from the continuation of the Place of Welcome, the IT classes, ESOL, Digital Skills, Employment support and much more future projects. The staff are wonderful to work with as always, and I look forward to continuing work with the team and the service users in the future.

Sarah Williams



ESOL Tutor Report



Having taught English to resettled Syrians in their homes with CfED for 4 years from 2017, in September 2021 I started teaching a class for resettled Afghans. Based at the CfED office on Friday mornings, we started with a small group of recently arrived Afghan families. The class quickly expanded to include a multi-cultural mix of different nationalities, languages and ethnicities. In January 2022 we launched a second class, dividing learners between pre-entry in the morning and beginners in the afternoon, involving several other teachers. Afghans are at the core of each class, with other students from Iraq, Kuwait, Sudan, Iran, India, Ukraine and Romania. The learners come with much enthusiasm, eager to learn English and to mix with others facing similar situations to themselves. Together we have lots of fun learning practical English for everyday life, about British culture, religious festivals, food and national events, including the Queen's platinum jubilee.

The class quickly expanded to include a multi-cultural mix of different nationalities, languages and ethnicities

In addition to English teaching, it has been a privilege this year to partner with Jameela and the team at CfED in spending a generous grant awarded to Welcome Group Halesowen, a refugee charity I manage. The money came from Allchurches Trust, for the benefit of resettled Afghans. Part of the funding was used for an Afghan Welcome Celebration on 7th May at Lifecentral Church, Halesowen. We had 14 families with a Kurdish feast, speeches, children's and family activities including drumming, henna hand painting and a bouncy castle. The Mayor of Dudley attended and we had the support of a hard-working team of volunteers. We were able to demonstrate to these Afghan families who've had to flee from their own country and leave behind extended family that they are welcome and accepted by the local community here in Dudley.

Andrew Harwood



Together we have lots of fun learning

Gurpreet's Story



I needed help with a PIP appeal; CfED was recommended to me by Scope Charity. I had a meeting with Sarah who was very friendly and insightful. She helped me with the PIP appeal by writing a letter and organising paperwork. Due to my anxiety and depression, I could not do this alone. I could not express how I felt without support.

Thankfully, with CfED's help I won the Mandatory reconsideration and appeal. I was awarded the enhanced rate. I do not feel this would have been possible without CfED.

> I would like to thank the manager Jameela for being very nice and allowing Sarah to help me

I would like to thank the manager Jameela for being very nice and allowing Sarah to help me. Have I not had the support from CfED, I would not have been awarded. I would recommend everyone to help, visit or donate to CfED. The staff team offers wonderful support and will help anybody who needs it. For this, I am very grateful.

Service User Comments

Thank you for giving me this opportunity to share my words with you.

First, I would like to thank the British Government for their support and cooperation with Afghans on their worst days relocated us to the UK and warmly welcomed.



I am very happy that the British government has provided us with the housing like other citizens, our children are going to school in a safe environment, and we have been provided with language classes.

I would like to also thank the officials and staff of the Centre for Equality and Diversity for their usual support with admitting children in schools, health, housing, other facilities, and as well as familiarising us with the environment.

Daria Bahir

Elena (Ukrainian) & Cheryl's (sponsors) Story

I remember the day when I had to make a decision to travel to the UK... I remember when I saw Cheryl and Jason for the first time and realized that everything would be good.
When I came, I was very nervous, but I was met by people with a great heart of love, who embraced me and my children with care, warmth and understanding.

> I remember when I saw Cheryl and Jason for the first time

My children and I felt supported from the first minute.

My English friends understood our not very good English. From the first day they taught us to talk and understand them.

They opened up and showed the world a full of fun and vivid colours, so we started to forget about the pain and fear that accompanied us from the days of the war.
During our stay in our family, we learned to go on bike, to paddle board and to prepare English food, especially remember the most delicious dish – Curry!

Therefore, I can confidently say that we are happy to get into such a family and have received a great experience for all life.

As sponsors we are so grateful to have been in a position to help and meet a wonderful family, who have embraced British life and now drink their tea with milk! We know we have made friends for life and look forward to the day when we can visit their home in Ukraine.
CfED's introduction to English and using the buses to get to Dudley and gain some independence, has been really helpful for Elena and her friend Olga

The photo is from sunflowers at Sandwell Valley 😊



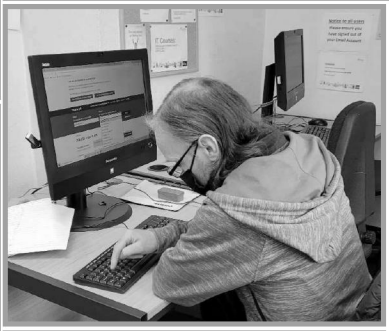
> I can confidently say that we are happy to get into such a family



“we were also honoured to have the Mayor of Dudley Councillor Anne Millward for attending the programme”

Jameela Hizam













“We would like to acknowledge our Community Hub partners, community partners, volunteers, Trustees, staff and funders…”







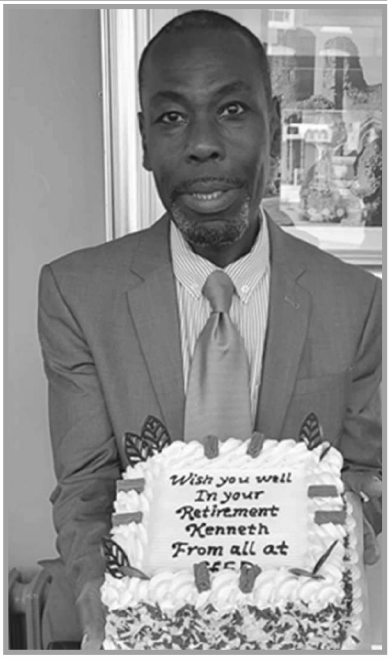






"It has been an honour to work for CfED since its inception in March 2006 ".

Kenneth Rodney













"We are delighted to continue our partnership with the BCFB"

Our vison going forward

These are our revised vision, values, mission statement and strategic aims from 2022 onwards.

Our Vision and Values

CfED will strive to be a centre of excellence and the 'go to' in the Borough in matters of equality and diversity

CfED will provide a haven for all our diverse communities who need it

CfED will provide a voice for all our marginalised and excluded communities who struggle to be heard.

We will do this with our central values of caring, compassion, integrity, and honesty

Our Mission Statement

To celebrate the diversity, culture, and resilience in our communities.

To support all our communities, traditional and newly emerging, to address the

acknowledged inequalities in health, housing, prosperity, employment, and education.

Our Strategic aims and priorities

Provide an advisory role to local public bodies on the responsibilities of their General and Public Sector Equality Duty under the Equality Act 2010.

Help to reduce health inequalities in the borough, particularly post covid, by:

- ensuring the health needs of disadvantaged communities are identified and met by providers
- forging close strategic partnerships with public health providers and commissioning groups throughout the borough
- active membership of local committees and groups
- participation in the Community Transformation Programme due to come on-stream for the borough in 2023/24.

Reduce inequalities in housing for communities by working closely with housing providers to ensure the housing needs of our disparate communities are identified and met.

Reduce discrimination in employment and across the range of public and private sector employers by supporting or signposting, those employees belonging to the nine protected characteristic groups under the Equality Act 2010 and working with employers.

Contribute to fostering good relations and community cohesion by maintaining close working relationships with all local agencies working in the field and through active membership of relevant statutory groups and boards which bring together the range of agencies.

Reduce inequalities in education by working with families and individuals, and liaising with educational establishments to:

- continue to actively support and refer College learners
- nurture and collaborate on the shared commitment to celebrate the culture, diversity, and inclusion at the heart of ESOL

Remove language or structural gaps, acting as the focus point between our marginalised and disadvantaged communities and statutory services in the borough.

Build on the positive outcomes of the independent review of the Community Hub model.

Continue to make concerted efforts to secure long term and sustainable funding to enable us to achieve our strategic aims and priorities.

Follow us on social media!

facebook @CentreforEqualityandDiversity

twitter @cfeddudley

Instagram @cfed_dudley

For more information or support, call us on 01384 456166, message us on Whatsapp via 07716 479501 or email us at admin@cfed.org.uk

heart of england COMMUNITY FOUNDATION

Dudley Metropolitan Borough Council

REGISTERED COMPANY NUMBER: 05745005 (England and Wales)
REGISTERED CHARITY NUMBER: 1114821

Report of the Trustees and

Unaudited Financial Statements

for the Year Ended 31 March 2022

for

The Centre for Equality and Diversity

Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

The Centre for Equality and Diversity

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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).

Report of the Trustees for the Year Ended 31 March 2022

OBJECTIVES AND ACTIVITIES

Objectives and aims

Purpose and aims

Our charity's purposes as set out in the objects contained in the company's memorandum of association are to:

i. Promote equality of opportunity across all Protected Characteristics: race, gender reassignment, marriage & civil partnership, pregnancy & maternity, age, sex, religion and belief & disability.
ii. To eliminate discrimination based on, or having reference to, all or any of the foregoing.
iii. Promote such or any charitable purposes as the charity shall think fit

Ensuring our work delivers our aims

The charity aims are reviewed annually by board members at board and other meetings. Reviews throughout 2021/2022 focused on what have been achieved so far, key benefits and elements of service improvement.

Public Benefit

In setting plans and priorities for areas of work, the Trustees of CfED have followed the guidance from the Charity Commission on the provision of public benefit. In particular Trustees consider how planned activities will contribute to meeting objectives they have set. We have demonstrated how CfED delivers its principal charitable objective, to promote equality of opportunity and eliminate discrimination, in this financial statement.

The focus of our work

All focus has been based on the 6 strategic priorities as agreed in our business plan. These are

1. Strengthen our financial base & internal procedures
2. Strengthen our capacity to deliver
3. Improve access to services & facilities
4. Focus on those in greatest need
5. Develop greater influence on policy formation
6. Strengthen marketing & communication

The activities we engaged in to meet these priorities during this period of review include:

- 1-1 support to Syrian families residing in Dudley under the Syrian Vulnerable Persons Resettlement Programme up to June 2021
- 1-1 support to Afghanis families residing in Dudley under the ARAP scheme from July 2021.
- Provision a local community hub at our Stone Street premises for public use.

- ESOL classes for those whose first language is not English
- Participation in the Safe & Sound board and Community Cohesion meetings with the Dudley MBC
- Attended online meetings with statutory agencies and community groups regarding Covid -19

How our activities deliver public benefits

All of our charitable activities are focused on empowering service users and engaging with others - whether voluntary or statutory agencies - in ways which make a difference to them.

Who used and benefited from our services?

Who we help at times depend on the availability of funding and any limitation on the use of such funds. However, in general terms the majority of our services users during the year 2021/2022 are; those who drop in and use the facilities in the Community Hub about 300, including recently arrived migrants to the borough, those whom we support on the Syrian and Afghani programmes as commissioned by Dudley Housing Services. However, this figure is lower than post pandemic period.

Volunteers/work placements

The charity is grateful for the unstinting efforts of all its volunteers and work placements who are involved in administrative and project delivery duties. Volunteers and work placements play an important part in the life of the charity and we appreciate all their contributions. Nonetheless our effort to attract volunteers throughout the year was hindered for the second year in a row by Covid -19 pandemic. The Charity was not fully operational until the end of the first quarter following lifting of restrictions. It is estimated that approximately 150 volunteer hours were given during the year.

FINANCIAL REVIEW

Financial Review

Against the backdrop of limited resources and insecurities over funding the Charity has delivered in line with agreed funded projects / services. While the Charity has sound financial management and a dedicated team of staff and volunteers, we have not been able to increase funds significantly during 2021/2022 period. A total income of £93,890 represents a 21.06% increase of £16,334 from the previous year of £77,556 . The Charity will continue to actively seek new and alternative revenue streams with the guided support of external expertise. Directors recognised the challenging financial situation the charity faces in the forthcoming year.

FINANCIAL REVIEW

Principal funding sources

The principal funding sources for the Charity in 2021/2022 were by way of earned income which had a value of £93,890.

The Charity is also grateful to continue receiving in-kind support from Dudley MBC pertaining to the upkeep of premises at Stone Street. This is valued at approximately £14,500 per annum.

Investment policy and objectives

Although it is the intention of the Directors to build up a sufficient reserve that may then be invested in long term deposits no such investment has taken place during the year.

Reserves policy

The board of directors has examined the Charity's requirement for reserves in light of the main risk to the organisation. It has established a policy whereby the unrestricted funds not omitted or invested in tangible fixed assets held by the charity should be equivalent to 6 months or £50,000 of annual core cost of the organisation.

This present level of unrestricted resources available to the Charity of £16,537 therefore falls significantly short of target level although the strategy is to build reserves through planned operating surplus. Trustees are well aware that target may take a few years to build. In the short-term Trustees have also considered the extent to which existing activities and expenditure could be curtailed.

FINANCIAL REVIEW

Plans for future periods

The charity plans to continue the activities outlined below in 2022/2023 year. At the start of the pandemic we agreed a funding structure with the DMBC Housing Services to continue delivering services to Syrian Refugees under the SVRP programme to the natural end of the contract on 30th June 2021. This programme was extended by one year to June 2022. Before the end of the said contract or as soon as possible directors will seek a meeting with Housing Services regarding any other possible commission.

Among our priorities for 2022/2023 year, are:

Continue to develop the Community Hub concept for the delivering of services from Stone Street, or any other relocated premises, taking in to account the review of the Community Hub undertaken by Karen Garry.

- Develop more specific services / activities to meet the growing needs of new and emerging communities, particularly ESOL and outreach
- Secure a total of at least £60,000 core funding during the year
- Continue to provide support services for Afghani Refugees on the ARAP scheme in line with agreement with DMBC's commission to 30th June 2022
- Review and update organisational policies
- Review the Charity's aims, mission statement and values
- Review and update organisational business / operational plan
- Seek the best local structure to make the case for core funding from the DMBC, and other local public sector agencies and local health services of who receive great value directly & indirectly from the work of the charity
- Continue to improve social media and online platforms to raise profile and funds.
- Work towards increasing the number of Trustees / directors on the board giving attention to the skill set of current board members.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The organisation is a charitable company limited by guarantee, incorporated on 16th March 2006 and registered as a charity on 23rd June 2006; we are now entering our 16th year of operation. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of company being wound up members are required to contribute an amount not exceeding £10.

The Trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the independently examined financial statements, for the Centre for Equality & Diversity (CfED) for the year ended 31st March 2022. The Trustees confirm that the financial statements of the charity comply with the current statutory requirements.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Charity and its aims

The charity is registered in England (registration number 1114821) and is not liable to UK taxation as it has non-taxable charitable activities. The charity is established to promote equality of opportunity across all diversity strands, to eliminate discrimination and to promote such or any similar charitable purposes as the charity shall think fit.

Recruitment and appointment of trustees

The Board of Trustees is appointed by majority agreement of the existing Trustees and is scheduled to meet at least 6 times per year to review the Charity's activities and strategies. There are 2 sub-committees appointed as shown in the Trustee's listings on page 8. However, due to the pandemic of the last two years all meetings of these sub-communities had been suspended and matters rolled into a single board meeting.

Throughout the year the board of directors had met on a monthly basis. Trustees are looking forward to the resumption of governance structure prior to the pandemic. Day to day management of the Charity is undertaken by the Operation and Development Manager.

The Board of Trustees keeps under review the skills required of the Board. When necessary the Board seeks new Trustees to ensure the maintenance of the necessary mix of skills.

All members of the Board give their time voluntarily and receive no benefits from the Charity. Any expenses reclaimed from the charity are set out in note 4 to the accounts.

Under the requirements of the Memorandum and Articles of Association the directors are elected to serve for a period of three years after which they must be re-elected at the next annual general meeting.

Mr Paul Singh and Mr Mushtaq Hussain retire by rotation and being eligible offer themselves for re-election.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational structure

The Charity has a Board of Directors and 2 separate sub-committees, each with clearly defined functions and responsibilities, to oversee and manage its activities. The Operation and Development manager is responsible for the day-to-day management of the Charity and its activities. The Board is the governing body currently with 9 members who met 11 times during the year under review and has been responsible for policy, financial affairs and a wide range of ancillary business.

The Human and Operational Resources sub-committee (HOR) has as its primary responsibility the appointment of staff and all matters relating to staff retention. It has 4 members from the Board of Directors. However due to the Covid -19 pandemic all business of this sub- committee has been subsumed into respective board meetings and therefore has not met separately

The Finance & Policies Sub-Committee (F&P) has responsibility for decisions and matters relating to accounting, finances, allocation of resources, policies pertaining to the work programme and strategic direction of the organisation. It has 6 members from the Board of Directors. However due to the Covid -19 pandemic, all business of this sub- committee has been subsumed in to respective board meetings and therefore has not met separately.

Related parties

As so far as it is complementary to the charity's objects, the charity is guided by both local and national policies. At a national level, the Equality Act of 2010 is vital in terms of how we drive changes in organisational policies and practices and make recommendations to public sector agencies.

At a local level the charity has relationships with several local and regional agencies and is influenced by policies from several of these agencies providing health care and other essential services. We also have representation on 2 local strategic boards, Safe & Sound Strategic Board and Community Cohesion Strategic Group. Throughout the pandemic, we have also been a member of the Community, voluntary & faith Test & Trace Sub- group and Minority Ethnic and Excluded Comminities Subgroup.

Risk management

The Trustees actively review the major financial and non-financial risks to the charity to ensure that steps have been taken to minimise the risk and to provide the charity's staff with appropriate insurance or physical protection against any unavoidable risks. Standing item of risk management is on every agenda of each board meetings.

Significant external risks to funding have led to much discussion both at board and sub-committee level. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, service users and visitors to our Stone Street base.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
05745005 (England and Wales)

Registered Charity number
1114821

Registered office
16a Stone Street
Dudley
West Midlands
DY1 1NS

Trustees
Ms A J Edwards
Mrs K Hira
Mr M Hussain (Chair)
Ms D Martin
Mr B Roe
Mr P Singh
Ms P Atkhar (appointed 31.3.22)
Ms S Norman (appointed 31.3.22)
Mr K Rodney (appointed 31.3.22)

Sub-Committee Appointments

Finance and Policies:

Mr M Hussain
Mr B Roe
Mr P Singh
Ms K Hira

Human and Operational:

Mr B Roe (Chair)
Mrs A Edwards
Mrs K Hira
Mr P Singh

Company Secretary
Mr P Singh

REFERENCE AND ADMINISTRATIVE DETAILS

Independent Examiner
Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

Senior Management
Ms Jameela Hizam - Operations & Development Manager

Bankers
HSBC, 226 High Street, Dudley, West Midlands, DY1 1PQ

TRUSTEES' RESPONSIBILITY STATEMENT

The trustees (who are also the directors of The Centre for Equality and Diversity for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Report of the Trustees
for the Year Ended 31 March 2022

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 13 July 2022 and signed on its behalf by:

K Rodney.

Mr K Rodney - Trustee

Independent examiner's report to the trustees of The Centre for Equality and Diversity ('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 Report to the Trustees of The Centre for Equality and Diversity

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.



Colin Dalton FCA
Institute of Chartered Accountants in England and Wales
Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

Date: 13/7/2022

The Centre for Equality and Diversity

Statement of Financial Activities for the Year Ended 31 March 2022

	Notes	Unrestricted fund £	Restricted funds £	31.3.22 Total funds £	31.3.21 Total funds £
INCOME AND ENDOWMENTS FROM					
Charitable activities					
Income		**93,890**	**-**	**93,890**	77,556
Investment income	2	**1**	**-**	**1**	2
Total		**93,891**	**-**	**93,891**	77,558
EXPENDITURE ON					
Charitable activities					
Expenditure		**89,974**	**4,891**	**94,865**	67,128
NET INCOME/(EXPENDITURE)		**3,917**	**(4,891)**	**(974)**	10,430
Transfers between funds	10	**(715)**	**715**	**-**	-
Net movement in funds		**3,202**	**(4,176)**	**(974)**	10,430
RECONCILIATION OF FUNDS					
Total funds brought forward		**13,334**	**4,177**	**17,511**	7,081
TOTAL FUNDS CARRIED FORWARD		**16,536**	**1**	**16,537**	17,511

The notes form part of these financial statements

The Centre for Equality and Diversity

Balance Sheet
31 March 2022

	Notes	Unrestricted fund £	Restricted funds £	31.3.22 Total funds £	31.3.21 Total funds £
FIXED ASSETS					
Tangible assets	7	**455**	-	**455**	607
CURRENT ASSETS					
Debtors	8	**17,290**	-	**17,290**	7,670
Cash at bank and in hand		**24,707**	-	**24,707**	22,576
		41,997	-	**41,997**	30,246
CREDITORS					
Amounts falling due within one year	9	**(25,915)**	-	**(25,915)**	(13,342)
NET CURRENT ASSETS		**16,082**	-	**16,082**	16,904
TOTAL ASSETS LESS CURRENT LIABILITIES		**16,537**	-	**16,537**	17,511
NET ASSETS		**16,537**	-	**16,537**	17,511
FUNDS	10				
Unrestricted funds				**16,537**	13,334
Restricted funds				-	4,177
TOTAL FUNDS				**16,537**	17,511

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 notes form part of these financial statements

continued...

Balance Sheet - continued
31 March 2022

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 13 July 2022 and were signed on its behalf by:



Mr M Hussain (Chair) - Trustee

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.

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.

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
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings - 25% on reducing balance

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

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

continued...

2. INVESTMENT INCOME

	31.3.22	31.3.21
	£	£
Deposit account interest	1	2

3. NET INCOME/(EXPENDITURE)

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

	31.3.22	31.3.21
	£	£
Depreciation - owned assets	152	203

4. 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.

5. STAFF COSTS

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

	31.3.22	31.3.21
Charitable activities	3	2

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

continued...

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Income	54,354	23,202	77,556
Investment income	1	1	2
Total	54,355	23,203	77,558
EXPENDITURE ON			
Charitable activities			
Expenditure	41,423	25,705	67,128
NET INCOME/(EXPENDITURE)	12,932	(2,502)	10,430
RECONCILIATION OF FUNDS			
Total funds brought forward	401	6,680	7,081
TOTAL FUNDS CARRIED FORWARD	13,333	4,178	17,511

continued...

7. TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST	
At 1 April 2021 and 31 March 2022	**9,061**
DEPRECIATION	
At 1 April 2021	**8,454**
Charge for year	**152**
At 31 March 2022	**8,606**
NET BOOK VALUE	
At 31 March 2022	**455**
At 31 March 2021	607

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.22 £	31.3.21 £
Trade debtors	**17,290**	7,670

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.22 £	31.3.21 £
Trade creditors	**25,075**	752
Other creditors	**-**	11,750
Accrued expenses	**840**	840
	25,915	13,342

continued...

10. MOVEMENT IN FUNDS

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	13,334	3,918	(715)	16,537
Restricted funds				
Community Led Homes	1,382	(1,382)	-	-
Community Forum	103	(103)	-	-
Community Heart of England Community Fund	1,956	(1,963)	7	-
	736	(1,444)	708	-
	4,177	(4,892)	715	-
TOTAL FUNDS	17,511	(974)	-	16,537

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	93,891	(89,973)	3,918
Restricted funds			
Community Led Homes	-	(1,382)	(1,382)
Community Forum	-	(103)	(103)
Community Heart of England Community Fund	-	(1,963)	(1,963)
	-	(1,444)	(1,444)
	-	(4,892)	(4,892)
TOTAL FUNDS	93,891	(94,865)	(974)

continued...

10. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	401	12,933	13,334
Restricted funds			
Community Led Homes	6,680	(5,298)	1,382
Community Forum	-	103	103
Community Heart of England	-	1,956	1,956
Community Fund	-	736	736
	6,680	(2,503)	4,177
TOTAL FUNDS	7,081	10,430	17,511

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	54,355	(41,422)	12,933
Restricted funds			
Community Led Homes	-	(5,298)	(5,298)
Community Forum	3,501	(3,398)	103
Community Heart of England	10,000	(8,044)	1,956
Community Fund	9,702	(8,966)	736
	23,203	(25,706)	(2,503)
TOTAL FUNDS	77,558	(67,128)	10,430

continued...

11. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2022.

The Centre for Equality and Diversity

Detailed Statement of Financial Activities for the Year Ended 31 March 2022

	31.3.22 £	31.3.21 £
INCOME AND ENDOWMENTS		
Investment income		
Deposit account interest	1	2
Charitable activities		
Income from fees and charges	93,890	54,354
Donations	-	10,000
Grant income	-	13,202
	93,890	77,556
Total incoming resources	93,891	77,558
EXPENDITURE		
Charitable activities		
Salaries and pensions	58,196	48,796
External facilitation services	395	35
Volunteers travel and training	1,881	1,936
Consultancy fees	2,100	2,500
Office expenses	1,954	496
Insurance	1,625	1,532
Projects Resources and Activities	1,885	2,463
Telephone and postage	4,077	4,288
Maintenance and repairs	1,524	971
Disbursements	17,841	-
Freelance accountancy costs	2,018	1,631
Bank charges	2	137
Training and development	145	1,300
Return of funds	230	-
Depreciation	152	203
Governance costs	840	840
	94,865	67,128
Total resources expended	94,865	67,128
Net (expenditure)/income	(974)	10,430

REGISTERED COMPANY NUMBER: 05745005 (England and Wales)
REGISTERED CHARITY NUMBER: 1114821

Report of the Trustees and

Unaudited Financial Statements

for the Year Ended 31 March 2022

for

The Centre for Equality and Diversity

Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

The Centre for Equality and Diversity

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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).

Report of the Trustees for the Year Ended 31 March 2022

OBJECTIVES AND ACTIVITIES

Objectives and aims

Purpose and aims

Our charity's purposes as set out in the objects contained in the company's memorandum of association are to:

i. Promote equality of opportunity across all Protected Characteristics: race, gender reassignment, marriage & civil partnership, pregnancy & maternity, age, sex, religion and belief & disability.
ii. To eliminate discrimination based on, or having reference to, all or any of the foregoing.
iii. Promote such or any charitable purposes as the charity shall think fit

Ensuring our work delivers our aims

The charity aims are reviewed annually by board members at board and other meetings. Reviews throughout 2021/2022 focused on what have been achieved so far, key benefits and elements of service improvement.

Public Benefit

In setting plans and priorities for areas of work, the Trustees of CfED have followed the guidance from the Charity Commission on the provision of public benefit. In particular Trustees consider how planned activities will contribute to meeting objectives they have set. We have demonstrated how CfED delivers its principal charitable objective, to promote equality of opportunity and eliminate discrimination, in this financial statement.

The focus of our work

All focus has been based on the 6 strategic priorities as agreed in our business plan. These are

1. Strengthen our financial base & internal procedures
2. Strengthen our capacity to deliver
3. Improve access to services & facilities
4. Focus on those in greatest need
5. Develop greater influence on policy formation
6. Strengthen marketing & communication

The activities we engaged in to meet these priorities during this period of review include:

- 1-1 support to Syrian families residing in Dudley under the Syrian Vulnerable Persons Resettlement Programme up to June 2021
- 1-1 support to Afghanis families residing in Dudley under the ARAP scheme from July 2021.
- Provision a local community hub at our Stone Street premises for public use.

- ESOL classes for those whose first language is not English
- Participation in the Safe & Sound board and Community Cohesion meetings with the Dudley MBC
- Attended online meetings with statutory agencies and community groups regarding Covid -19

How our activities deliver public benefits

All of our charitable activities are focused on empowering service users and engaging with others - whether voluntary or statutory agencies - in ways which make a difference to them.

Who used and benefited from our services?

Who we help at times depend on the availability of funding and any limitation on the use of such funds. However, in general terms the majority of our services users during the year 2021/2022 are; those who drop in and use the facilities in the Community Hub about 300, including recently arrived migrants to the borough, those whom we support on the Syrian and Afghani programmes as commissioned by Dudley Housing Services. However, this figure is lower than post pandemic period.

Volunteers/work placements

The charity is grateful for the unstinting efforts of all its volunteers and work placements who are involved in administrative and project delivery duties. Volunteers and work placements play an important part in the life of the charity and we appreciate all their contributions. Nonetheless our effort to attract volunteers throughout the year was hindered for the second year in a row by Covid -19 pandemic. The Charity was not fully operational until the end of the first quarter following lifting of restrictions. It is estimated that approximately 150 volunteer hours were given during the year.

FINANCIAL REVIEW

Financial Review

Against the backdrop of limited resources and insecurities over funding the Charity has delivered in line with agreed funded projects / services. While the Charity has sound financial management and a dedicated team of staff and volunteers, we have not been able to increase funds significantly during 2021/2022 period. A total income of £93,890 represents a 21.06% increase of £16,334 from the previous year of £77,556 . The Charity will continue to actively seek new and alternative revenue streams with the guided support of external expertise. Directors recognised the challenging financial situation the charity faces in the forthcoming year.

FINANCIAL REVIEW

Principal funding sources

The principal funding sources for the Charity in 2021/2022 were by way of earned income which had a value of £93,890.

The Charity is also grateful to continue receiving in-kind support from Dudley MBC pertaining to the upkeep of premises at Stone Street. This is valued at approximately £14,500 per annum.

Investment policy and objectives

Although it is the intention of the Directors to build up a sufficient reserve that may then be invested in long term deposits no such investment has taken place during the year.

Reserves policy

The board of directors has examined the Charity's requirement for reserves in light of the main risk to the organisation. It has established a policy whereby the unrestricted funds not omitted or invested in tangible fixed assets held by the charity should be equivalent to 6 months or £50,000 of annual core cost of the organisation.

This present level of unrestricted resources available to the Charity of £16,537 therefore falls significantly short of target level although the strategy is to build reserves through planned operating surplus. Trustees are well aware that target may take a few years to build. In the short-term Trustees have also considered the extent to which existing activities and expenditure could be curtailed.

FINANCIAL REVIEW

Plans for future periods

The charity plans to continue the activities outlined below in 2022/2023 year. At the start of the pandemic we agreed a funding structure with the DMBC Housing Services to continue delivering services to Syrian Refugees under the SVRP programme to the natural end of the contract on 30th June 2021. This programme was extended by one year to June 2022. Before the end of the said contract or as soon as possible directors will seek a meeting with Housing Services regarding any other possible commission.

Among our priorities for 2022/2023 year, are:

Continue to develop the Community Hub concept for the delivering of services from Stone Street, or any other relocated premises, taking in to account the review of the Community Hub undertaken by Karen Garry.

- Develop more specific services / activities to meet the growing needs of new and emerging communities, particularly ESOL and outreach
- Secure a total of at least £60,000 core funding during the year
- Continue to provide support services for Afghani Refugees on the ARAP scheme in line with agreement with DMBC's commission to 30th June 2022
- Review and update organisational policies
- Review the Charity's aims, mission statement and values
- Review and update organisational business / operational plan
- Seek the best local structure to make the case for core funding from the DMBC, and other local public sector agencies and local health services of who receive great value directly & indirectly from the work of the charity
- Continue to improve social media and online platforms to raise profile and funds.
- Work towards increasing the number of Trustees / directors on the board giving attention to the skill set of current board members.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The organisation is a charitable company limited by guarantee, incorporated on 16th March 2006 and registered as a charity on 23rd June 2006; we are now entering our 16th year of operation. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of company being wound up members are required to contribute an amount not exceeding £10.

The Trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the independently examined financial statements, for the Centre for Equality & Diversity (CfED) for the year ended 31st March 2022. The Trustees confirm that the financial statements of the charity comply with the current statutory requirements.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Charity and its aims

The charity is registered in England (registration number 1114821) and is not liable to UK taxation as it has non-taxable charitable activities. The charity is established to promote equality of opportunity across all diversity strands, to eliminate discrimination and to promote such or any similar charitable purposes as the charity shall think fit.

Recruitment and appointment of trustees

The Board of Trustees is appointed by majority agreement of the existing Trustees and is scheduled to meet at least 6 times per year to review the Charity's activities and strategies. There are 2 sub-committees appointed as shown in the Trustee's listings on page 8. However, due to the pandemic of the last two years all meetings of these sub-communities had been suspended and matters rolled into a single board meeting.

Throughout the year the board of directors had met on a monthly basis. Trustees are looking forward to the resumption of governance structure prior to the pandemic. Day to day management of the Charity is undertaken by the Operation and Development Manager.

The Board of Trustees keeps under review the skills required of the Board. When necessary the Board seeks new Trustees to ensure the maintenance of the necessary mix of skills.

All members of the Board give their time voluntarily and receive no benefits from the Charity. Any expenses reclaimed from the charity are set out in note 4 to the accounts.

Under the requirements of the Memorandum and Articles of Association the directors are elected to serve for a period of three years after which they must be re-elected at the next annual general meeting.

Mr Paul Singh and Mr Mushtaq Hussain retire by rotation and being eligible offer themselves for re-election.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational structure

The Charity has a Board of Directors and 2 separate sub-committees, each with clearly defined functions and responsibilities, to oversee and manage its activities. The Operation and Development manager is responsible for the day-to-day management of the Charity and its activities. The Board is the governing body currently with 9 members who met 11 times during the year under review and has been responsible for policy, financial affairs and a wide range of ancillary business.

The Human and Operational Resources sub-committee (HOR) has as its primary responsibility the appointment of staff and all matters relating to staff retention. It has 4 members from the Board of Directors. However due to the Covid -19 pandemic all business of this sub- committee has been subsumed into respective board meetings and therefore has not met separately

The Finance & Policies Sub-Committee (F&P) has responsibility for decisions and matters relating to accounting, finances, allocation of resources, policies pertaining to the work programme and strategic direction of the organisation. It has 6 members from the Board of Directors. However due to the Covid -19 pandemic, all business of this sub- committee has been subsumed in to respective board meetings and therefore has not met separately.

Related parties

As so far as it is complementary to the charity's objects, the charity is guided by both local and national policies. At a national level, the Equality Act of 2010 is vital in terms of how we drive changes in organisational policies and practices and make recommendations to public sector agencies.

At a local level the charity has relationships with several local and regional agencies and is influenced by policies from several of these agencies providing health care and other essential services. We also have representation on 2 local strategic boards, Safe & Sound Strategic Board and Community Cohesion Strategic Group. Throughout the pandemic, we have also been a member of the Community, voluntary & faith Test & Trace Sub- group and Minority Ethnic and Excluded Comminities Subgroup.

Risk management

The Trustees actively review the major financial and non-financial risks to the charity to ensure that steps have been taken to minimise the risk and to provide the charity's staff with appropriate insurance or physical protection against any unavoidable risks. Standing item of risk management is on every agenda of each board meetings.

Significant external risks to funding have led to much discussion both at board and sub-committee level. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, service users and visitors to our Stone Street base.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
05745005 (England and Wales)

Registered Charity number
1114821

Registered office
16a Stone Street
Dudley
West Midlands
DY1 1NS

Trustees
Ms A J Edwards
Mrs K Hira
Mr M Hussain (Chair)
Ms D Martin
Mr B Roe
Mr P Singh
Ms P Atkhar (appointed 31.3.22)
Ms S Norman (appointed 31.3.22)
Mr K Rodney (appointed 31.3.22)

Sub-Committee Appointments

Finance and Policies:

Mr M Hussain
Mr B Roe
Mr P Singh
Ms K Hira

Human and Operational:

Mr B Roe (Chair)
Mrs A Edwards
Mrs K Hira
Mr P Singh

Company Secretary
Mr P Singh

REFERENCE AND ADMINISTRATIVE DETAILS

Independent Examiner
Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

Senior Management
Ms Jameela Hizam - Operations & Development Manager

Bankers
HSBC, 226 High Street, Dudley, West Midlands, DY1 1PQ

TRUSTEES' RESPONSIBILITY STATEMENT

The trustees (who are also the directors of The Centre for Equality and Diversity for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Report of the Trustees
for the Year Ended 31 March 2022

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 13 July 2022 and signed on its behalf by:

K Rodney.

Mr K Rodney - Trustee

Independent examiner's report to the trustees of The Centre for Equality and Diversity ('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 Report to the Trustees of The Centre for Equality and Diversity

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.



Colin Dalton FCA
Institute of Chartered Accountants in England and Wales
Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

Date: 13/7/2022

The Centre for Equality and Diversity

Statement of Financial Activities for the Year Ended 31 March 2022

	Notes	Unrestricted fund £	Restricted funds £	31.3.22 Total funds £	31.3.21 Total funds £
INCOME AND ENDOWMENTS FROM					
Charitable activities					
Income		**93,890**	**-**	**93,890**	77,556
Investment income	2	**1**	**-**	**1**	2
Total		**93,891**	**-**	**93,891**	77,558
EXPENDITURE ON					
Charitable activities					
Expenditure		**89,974**	**4,891**	**94,865**	67,128
NET INCOME/(EXPENDITURE)		**3,917**	**(4,891)**	**(974)**	10,430
Transfers between funds	10	**(715)**	**715**	**-**	-
Net movement in funds		**3,202**	**(4,176)**	**(974)**	10,430
RECONCILIATION OF FUNDS					
Total funds brought forward		**13,334**	**4,177**	**17,511**	7,081
TOTAL FUNDS CARRIED FORWARD		**16,536**	**1**	**16,537**	17,511

The notes form part of these financial statements

The Centre for Equality and Diversity

Balance Sheet
31 March 2022

	Notes	Unrestricted fund £	Restricted funds £	31.3.22 Total funds £	31.3.21 Total funds £
FIXED ASSETS					
Tangible assets	7	**455**	-	**455**	607
CURRENT ASSETS					
Debtors	8	**17,290**	-	**17,290**	7,670
Cash at bank and in hand		**24,707**	-	**24,707**	22,576
		41,997	-	**41,997**	30,246
CREDITORS					
Amounts falling due within one year	9	**(25,915)**	-	**(25,915)**	(13,342)
NET CURRENT ASSETS		**16,082**	-	**16,082**	16,904
TOTAL ASSETS LESS CURRENT LIABILITIES		**16,537**	-	**16,537**	17,511
NET ASSETS		**16,537**	-	**16,537**	17,511
FUNDS	10				
Unrestricted funds				**16,537**	13,334
Restricted funds				-	4,177
TOTAL FUNDS				**16,537**	17,511

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 notes form part of these financial statements

continued...

Balance Sheet - continued
31 March 2022

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 13 July 2022 and were signed on its behalf by:



Mr M Hussain (Chair) - Trustee

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.

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.

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
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings - 25% on reducing balance

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

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

continued...

2. INVESTMENT INCOME

	31.3.22	31.3.21
	£	£
Deposit account interest	1	2

3. NET INCOME/(EXPENDITURE)

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

	31.3.22	31.3.21
	£	£
Depreciation - owned assets	152	203

4. 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.

5. STAFF COSTS

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

	31.3.22	31.3.21
Charitable activities	3	2

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

continued...

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Income	54,354	23,202	77,556
Investment income	1	1	2
Total	54,355	23,203	77,558
EXPENDITURE ON			
Charitable activities			
Expenditure	41,423	25,705	67,128
NET INCOME/(EXPENDITURE)	12,932	(2,502)	10,430
RECONCILIATION OF FUNDS			
Total funds brought forward	401	6,680	7,081
TOTAL FUNDS CARRIED FORWARD	13,333	4,178	17,511

continued...

7. TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST	
At 1 April 2021 and 31 March 2022	**9,061**
DEPRECIATION	
At 1 April 2021	**8,454**
Charge for year	**152**
At 31 March 2022	**8,606**
NET BOOK VALUE	
At 31 March 2022	**455**
At 31 March 2021	607

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.22 £	31.3.21 £
Trade debtors	**17,290**	7,670

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.22 £	31.3.21 £
Trade creditors	**25,075**	752
Other creditors	**-**	11,750
Accrued expenses	**840**	840
	25,915	13,342

continued...

10. MOVEMENT IN FUNDS

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	13,334	3,918	(715)	16,537
Restricted funds				
Community Led Homes	1,382	(1,382)	-	-
Community Forum	103	(103)	-	-
Community Heart of England Community Fund	1,956	(1,963)	7	-
	736	(1,444)	708	-
	4,177	(4,892)	715	-
TOTAL FUNDS	17,511	(974)	-	16,537

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	93,891	(89,973)	3,918
Restricted funds			
Community Led Homes	-	(1,382)	(1,382)
Community Forum	-	(103)	(103)
Community Heart of England Community Fund	-	(1,963)	(1,963)
	-	(1,444)	(1,444)
	-	(4,892)	(4,892)
TOTAL FUNDS	93,891	(94,865)	(974)

continued...

10. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	401	12,933	13,334
Restricted funds			
Community Led Homes	6,680	(5,298)	1,382
Community Forum	-	103	103
Community Heart of England	-	1,956	1,956
Community Fund	-	736	736
	6,680	(2,503)	4,177
TOTAL FUNDS	7,081	10,430	17,511

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	54,355	(41,422)	12,933
Restricted funds			
Community Led Homes	-	(5,298)	(5,298)
Community Forum	3,501	(3,398)	103
Community Heart of England	10,000	(8,044)	1,956
Community Fund	9,702	(8,966)	736
	23,203	(25,706)	(2,503)
TOTAL FUNDS	77,558	(67,128)	10,430

continued...

11. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2022.

The Centre for Equality and Diversity

Detailed Statement of Financial Activities for the Year Ended 31 March 2022

	31.3.22 £	31.3.21 £
INCOME AND ENDOWMENTS		
Investment income		
Deposit account interest	1	2
Charitable activities		
Income from fees and charges	93,890	54,354
Donations	-	10,000
Grant income	-	13,202
	93,890	77,556
Total incoming resources	93,891	77,558
EXPENDITURE		
Charitable activities		
Salaries and pensions	58,196	48,796
External facilitation services	395	35
Volunteers travel and training	1,881	1,936
Consultancy fees	2,100	2,500
Office expenses	1,954	496
Insurance	1,625	1,532
Projects Resources and Activities	1,885	2,463
Telephone and postage	4,077	4,288
Maintenance and repairs	1,524	971
Disbursements	17,841	-
Freelance accountancy costs	2,018	1,631
Bank charges	2	137
Training and development	145	1,300
Return of funds	230	-
Depreciation	152	203
Governance costs	840	840
	94,865	67,128
Total resources expended	94,865	67,128
Net (expenditure)/income	(974)	10,430

THE CENTRE FOR EQUALITY AND DIVERSITY

England & Wales - Charity number 1114821

Accounts

REGISTERED COMPANY NUMBER: 05745005 (England and Wales)
REGISTERED CHARITY NUMBER: 1114821

Report of the Trustees and

Unaudited Financial Statements

for the Year Ended 31 March 2021

for

The Centre for Equality and Diversity

Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

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The Centre for Equality and Diversity

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).

Report of the Trustees
for the Year Ended 31 March 2021

OBJECTIVES AND ACTIVITIES
Objectives and aims
Purpose and aims:

Our charity's purposes as set out in the objects contained in the company's memorandum of association are to:

i. Promote equality of opportunity across all Protected Characteristic race, gender reassignment, marriage & civil partnership, pregnancy & maternity, age, sex, religion and belief & disability.
ii. To eliminate discrimination based on, or having reference to, all or any of the foregoing.
iii. Promote such or any charitable purposes as the charity shall think fit

Ensuring our work delivers our aims

The charity aims are reviewed annually by board members at board and other meetings. Reviews throughout 2020/2021 focused on what have been achieved so far, key benefits and elements of service improvement.

Public Benefit:

In setting plans and priorities for areas of work, the Trustees of CfED have followed the guidance from the Charity Commission on the provision of public benefit. In particular Trustees consider how planned activities will contribute to meeting objectives they have set. We have demonstrated how CfED delivers its principal charitable objective, to promote equality of opportunity and eliminate discrimination, in this financial statement.

The focus of our work:

All focus has been based on the 6 strategic priorities as agreed in our business plan. These are

1. Strengthen our financial base & internal procedures
2. Strengthen our capacity to deliver
3. Improve access to services & facilities
4. Focus on those in greatest needs
5. Develop greater influence on policy formation
6. Strengthen marketing & communication

The activities we engaged in to meet these priorities during this period of review includes:

- Delivered 1-1 support to 14 Syrian families residing in Dudley under the Syrian Vulnerable Persons Resettlement Programme.
- Provided a local community hub at our Stone Street premises for public use.
- Delivered a money mentoring programme, accessed by 9 people

- Joined the National Network of Places of Welcome
- Replaced 6 aged computers in the Community Hub giving job seekers better equipment to use in Job Search and online activities
- Replaced an aged photocopy machine for one more efficient and cost effective and capable of linking into IT infrastructure

How our activities deliver public benefits:

All of our charitable activities are focused on empowering service users and engaging with others - whether another agency or individuals - in ways which makes a difference. For example, our money mentoring programme enables service users/mentees to manage their finances much better rather than daily frustrations and stress of struggling to make ends meet. From the mentor's perspective being a money mentor enables the volunteer mentor to gain mentoring skills to give one to one money management support and to give mentees an opportunity to get a fresh perspective on their financial situation and money management challenges. Either way this programme and other activities makes a significant difference to mentee and mentor.

Who used and benefited from our services?

Who we help at times depend on the availability of funding and any limitation on the use of such funds. However, in general terms the majority of our services users during the year 2020/2021 are - those who drop in and use the facilities in the Community Hub.

Volunteers/work placements:

The charity is grateful for the unstinting efforts of all its volunteers and work placements who are involved in administrative and project delivery duties. Volunteers and work placements play an important part in the life of the charity and we appreciate all their contributions. It is estimated that approximately 2800 volunteer and work placement hours were given during the year.

FINANCIAL REVIEW

Financial Review

Against the backdrop of limited resources and insecurities over funding the Charity has delivered in line with agreed funded projects / services. While the Charity has sound financial management and a dedicated team of staff and volunteers, we have not been able to increase funds significantly during 2020/2021 period. A total income of £77,558 represents a 17.4% decrease of £16,372 from previous year of £93,930 . After deducting all expenditure the Charity achieved a surplus of income over expenditure of £10,430 for the year under review (£3,686 : 2020).

The Charity will continue to actively seek new and alternative revenue streams with the guided support of external expertise. Directors recognised the challenging financial situation the charity faces in the forthcoming year.

FINANCIAL REVIEW

Principal funding sources

The principal funding sources for the Charity in 2020/2021 were by way of earned income which had a value of

The Charity is also grateful to continue receiving in-kind support from Dudley MBC pertaining to the upkeep of premises at Stone Street. This is valued at approximately £14,000 per annum.

Investment policy and objectives

Although it is the intention of the Directors to build up a sufficient reserve that may then be invested in long term deposits no such investment has taken place during the year.

Reserves policy

The board of directors has examined the Charity's requirement for reserves in light of the main risk to the organisation. It has established a policy whereby the unrestricted funds not omitted or invested in tangible fixed assets held by the charity should be equivalent to 6 months or £50,000 of annual core cost of the organisation.

This present level of unrestricted resources available to the Charity of £13,334 therefore falls significantly short of target level although the strategy is to build reserves through planned operating surplus. Trustees are well aware that target may take a few years to build. In the short-term Trustees have also considered the extent to which existing activities and expenditure could be curtailed.

Plans for future periods

The charity plans to continue the activities outlined below in the forth-coming 2021/2022 year. The Covid-19 pandemic has not had any detrimental effect on the period of which this report includes. At the start of the pandemic we agreed a funding structure with the DMBC Housing Services to continue delivering services to Syrian Refugees under the SVRP programme to the natural end of the contract on 30th June 2021. However, as at the end of this accounting period they is no sign that the Charity will have funding to go beyond 1st July 2021. Directors have already raised the prospect of the Charity being wind -up probably before the end of summer 2021.

Among our priorities for 2021/2022 year, are:

- Continue to develop the Community Hub concept for the delivering of services from Stone Street.
- Secure a total of £60,000 core funding during the year 20/21
- Continue to provide support services for Syrian Refugees according to the SVRP commission to 30th June 2021
- Make the case for effective and intelligent funding and contracting arrangements with local public sector bodies
- Make better use of technology and online support services to raise profile and funds.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The organisation is a charitable company limited by guarantee, incorporated on 16 March 2006 and registered as a charity on 23 June 2006; we are now entering our 13th year of operation. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of company being wound up members are required to contribute an amount not exceeding £10.

The Trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the independently examined financial statements, for the Centre for Equality & Diversity (CfED) for the year ended 31st March 2019. The Trustees confirm that the annual report and financial statements of the charity comply with the current statutory requirements.

The Charity and its aims

The charity is registered in England (registration number 1114821) and is not liable to UK taxation as it has non-taxable charitable activities. The charity is established to promote equality of opportunity across all diversity strands, to eliminate discrimination and to promote such or any similar charitable purposes as the charity shall think fit.

Recruitment and appointment of trustees

The Board of Trustees is appointed by majority agreement of the existing Trustees and is scheduled to meet 6 times per year to review the Charity's activities and strategies. There are 2 sub-committees appointed as shown in the Trustee's listings on page 1. Both sub-communities are active and meet as required throughout the year. Day to day management of the Charity is undertaken by a Chief Officer.

The Board of Trustees keeps under review the skills required of the Board. When necessary the Board seeks new Trustee's by exploiting the board range of contacts of the Trustee's to ensure the maintenance of the necessary mix of skills.

All members of the Board give their time voluntary and receive no benefits from the Charity. Any expenses reclaimed from the charity are set out in note 6 to the accounts.

Under the requirements of the Memorandum and Articles of Association the directors are elected to serve for a period of three years after which they must be re-elected at the next annual general meeting.

Brian Roe, Ms Angela Edwards and Ms Kulvinder Hira retire by rotation and being eligible offer themselves for re-election.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational structure

The charity has a Board of Directors and 2 separate sub-committees, each with clearly defined functions and responsibilities, to oversee and manage its activities. The Chief Officer is responsible for the day-to-day management of the Charity and its activities. The Board is the governing body currently with 6 members who met 9 times during the year under review and has been responsible for policy, financial affairs and a wide range of ancillary business.

The Human and Operational Resources sub-committee (HOR) has as its primary responsibility the appointment of staff and all matters relating to staff retention. It has 4 members from the Board of Directors. However due to the Covid -19 pandemic all business of this sub- committee has been subsumed in to respective board meetings and therefore have not met separately

The Finance & Policies Sub-Committee (F&P) has responsibility for decisions and matters relating to accounting, finances, allocation of resources, and policies pertaining to the work programme and strategic direction of the organisation. Is has 6 members from the Board of Directors. However due to the Covid -19 pandemic all business of this sub- committee has been subsumed in to respective board meetings and therefore have not met separately.

Related parties

As so far as it is complimentary to the charity's objects, the charity is guided by both local and national policies. At a national level the Equality Act of 2010 is important in terms of how we drive changes in organisational policies and practices and make recommendations to public sector agencies.

At a local level the charity has relationship with several local and regional agencies and is influenced by policies from several of these agencies providing health care and other essential services. We also have representation on 2 local boards, Safe & Sound Strategic Board and Community Cohesion Strategic Group. Throughout the year we have also been a member of the the Community, voluntary & faith Test & Trace Sub- group which since August 2020 has met virtually every fortnight.

Risk management

The Trustees actively review the major financial and non-financial risk to the charity to ensure that steps have been taken to minimise the risk and to provide the charity's staff with appropriate insurance or physical protection against any unavoidable risks. Standing item of risk management is on every agenda of each board and sub-committee meetings.

Significant external risks to funding have led to much discussion both at board and sub-committee level. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, service users and visitors to our Stone Street base.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
05745005 (England and Wales)

Registered Charity number
1114821

Registered office
16a Stone Street
Dudley
West Midlands
DY1 1NS

Trustees
Mrs A J Edwards
Mrs K Hira
Mr M Hussain (Chair)
Ms D Martin
Mr B Roe
Mr P Singh

Sub-Committee Appointments

Finance and Policies:

Mr M Hussain
Mr B Roe

Human and Operational:

Mr B Roe (Chair)
Mrs A Edwards
Mrs K Hira
Mr P Singh

Company Secretary
Mr P Singh

Independent Examiner
Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

REFERENCE AND ADMINISTRATIVE DETAILS

Senior Management
Mr K Rodney - Chief Officer

Bankers
HSBC, 226 High Street, Dudley, West Midlands, DY1 1PQ

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 28 July 2021 and signed on its behalf by:



Mrs K Hira - Trustee

Independent examiner's report to the trustees of The Centre for Equality and Diversity ('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 Report to the Trustees of The Centre for Equality and Diversity

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.



Colin Dalton FCA
Institute of Chartered Accountants in England and Wales
Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

Date: 28/7/2021

The Centre for Equality and Diversity

Statement of Financial Activities for the Year Ended 31 March 2021

	Notes	Unrestricted fund £	Restricted funds £	31.3.21 Total funds £	31.3.20 Total funds £
INCOME AND ENDOWMENTS FROM					
Charitable activities					
Income		**54,354**	**23,202**	**77,556**	93,908
Investment income	2	**1**	**1**	**2**	22
Total		**54,355**	**23,203**	**77,558**	93,930
EXPENDITURE ON					
Charitable activities					
Expenditure		**41,423**	**25,705**	**67,128**	90,244
NET INCOME/(EXPENDITURE)		**12,932**	**(2,502)**	**10,430**	3,686
RECONCILIATION OF FUNDS					
Total funds brought forward		**401**	**6,680**	**7,081**	3,395
TOTAL FUNDS CARRIED FORWARD		**13,333**	**4,178**	**17,511**	7,081

The notes form part of these financial statements

Balance Sheet
31 March 2021

	Notes	Unrestricted fund £	Restricted funds £	31.3.21 Total funds £	31.3.20 Total funds £
FIXED ASSETS					
Tangible assets	7	**607**	-	**607**	810
CURRENT ASSETS					
Debtors	8	**7,670**	-	**7,670**	22,474
Cash at bank and in hand		**18,399**	**4,177**	**22,576**	10,603
		26,069	**4,177**	**30,246**	33,077
CREDITORS					
Amounts falling due within one year	9	**(13,342)**	-	**(13,342)**	(26,806)
NET CURRENT ASSETS		**12,727**	**4,177**	**16,904**	6,271
TOTAL ASSETS LESS CURRENT LIABILITIES		**13,334**	**4,177**	**17,511**	7,081
NET ASSETS/(LIABILITIES)		**13,334**	**4,177**	**17,511**	7,081
FUNDS	10				
Unrestricted funds				**13,334**	401
Restricted funds				**4,177**	6,680
TOTAL FUNDS				**17,511**	7,081

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 notes form part of these financial statements

continued...

Balance Sheet - continued
31 March 2021

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 28 July 2021 and were signed on its behalf by:



Mr M Hussain (Chair) - Trustee

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.

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.

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
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings - 25% on reducing balance

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

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

continued...

2. INVESTMENT INCOME

	31.3.21	31.3.20
	£	£
Deposit account interest	2	22

3. NET INCOME/(EXPENDITURE)

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

	31.3.21	31.3.20
	£	£
Depreciation - owned assets	203	270

4. 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.

5. STAFF COSTS

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

	31.3.21	31.3.20
Charitable activities	2	2

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

continued...

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Income	83,908	10,000	93,908
Investment income	22	-	22
Total	83,930	10,000	93,930
EXPENDITURE ON			
Charitable activities			
Expenditure	86,924	3,320	90,244
NET INCOME/(EXPENDITURE)	(2,994)	6,680	3,686
RECONCILIATION OF FUNDS			
Total funds brought forward	3,395	-	3,395
TOTAL FUNDS CARRIED FORWARD	401	6,680	7,081

continued...

7. TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST	
At 1 April 2020 and 31 March 2021	**9,061**
DEPRECIATION	
At 1 April 2020	**8,251**
Charge for year	**203**
At 31 March 2021	**8,454**
NET BOOK VALUE	
At 31 March 2021	**607**
At 31 March 2020	810

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.21 £	31.3.20 £
Trade debtors	**7,670**	22,474

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.21 £	31.3.20 £
Trade creditors	**752**	25,966
Other creditors	**11,750**	-
Accrued expenses	**840**	840
	13,342	26,806

continued...

10. MOVEMENT IN FUNDS

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	**401**	**12,933**	**13,334**
Restricted funds			
Community Led Homes	**6,680**	**(5,298)**	**1,382**
Community Forum	**-**	**103**	**103**
Community Heart of England	**-**	**1,956**	**1,956**
Community Fund - Hear for your Project	**-**	**736**	**736**
	6,680	**(2,503)**	**4,177**
TOTAL FUNDS	**7,081**	**10,430**	**17,511**

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	**54,355**	**(41,422)**	**12,933**
Restricted funds			
Community Led Homes	**-**	**(5,298)**	**(5,298)**
Community Forum	**3,501**	**(3,398)**	**103**
Community Heart of England	**10,000**	**(8,044)**	**1,956**
Community Fund - Hear for your Project	**9,702**	**(8,966)**	**736**
	23,203	**(25,706)**	**(2,503)**
TOTAL FUNDS	**77,558**	**(67,128)**	**10,430**

continued...

10. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	At 31.3.20 £
Unrestricted funds			
General fund	3,395	(2,994)	401
Restricted funds			
Community Led Homes	-	6,680	6,680
TOTAL FUNDS	3,395	3,686	7,081

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	83,930	(86,924)	(2,994)
Restricted funds			
Community Led Homes	10,000	(3,320)	6,680
TOTAL FUNDS	93,930	(90,244)	3,686

continued...

10. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.19 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	3,395	9,939	13,334
Restricted funds			
Community Led Homes	-	1,382	1,382
Community Forum	-	103	103
Community Heart of England	-	1,956	1,956
Community Fund - Hear for your Project	-	736	736
	-	4,177	4,177
TOTAL FUNDS	3,395	14,116	17,511

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	138,285	(128,346)	9,939
Restricted funds			
Community Led Homes	10,000	(8,618)	1,382
Community Forum	3,501	(3,398)	103
Community Heart of England	10,000	(8,044)	1,956
Community Fund - Hear for your Project	9,702	(8,966)	736
	33,203	(29,026)	4,177
TOTAL FUNDS	171,488	(157,372)	14,116

continued...

11. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2021.

The Centre for Equality and Diversity

Detailed Statement of Financial Activities for the Year Ended 31 March 2021

	31.3.21 £	31.3.20 £
INCOME AND ENDOWMENTS		
Investment income		
Deposit account interest	2	22
Charitable activities		
Income from fees and charges	54,354	83,908
Donations	10,000	-
Income from projects	-	10,000
Grant income	13,202	-
	77,556	93,908
Total incoming resources	77,558	93,930
EXPENDITURE		
Charitable activities		
Salaries and pensions	48,796	59,899
External facilitation services	35	10,523
Volunteers travel and training	1,936	7,086
Consultancy fees	2,500	2,350
Office expenses	496	268
Insurance	1,532	1,447
Projects Resources and Activities	2,463	-
Telephone and postage	4,288	4,008
Maintenance and repairs	971	772
Software and website	-	958
Freelance accountancy costs	1,631	1,504
Bank charges	137	319
Training and development	1,300	-
Depreciation	203	270
Governance costs	840	840
	67,128	90,244
Total resources expended	67,128	90,244
Net income	10,430	3,686