



Centre
for
Equality &
Diversity

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

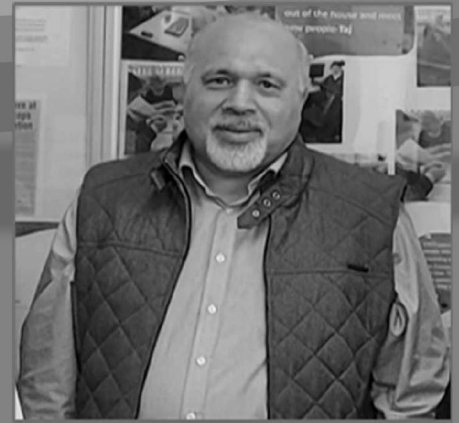
Kenneth Rodney — (Until 31st August 2021) Chief Officer
Jameela Hizam — Senior Integration Officer (until 31st August 2021) Operational & Development Manager (from 1st September 2021)
Sarah Williams — Community Link Worker
Shugofa Nazem — Refugee Support Officer

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.

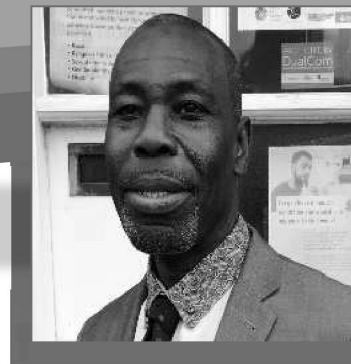
The Centre for Equality and Diversity

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	77,556
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.

**Under my
leadership
the work of serving
the BAME & new
communities will
continue**

**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.

For the future we have plans to build on the

we have
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success of our
previous years of
operation

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.

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



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

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. 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.

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

**I can
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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



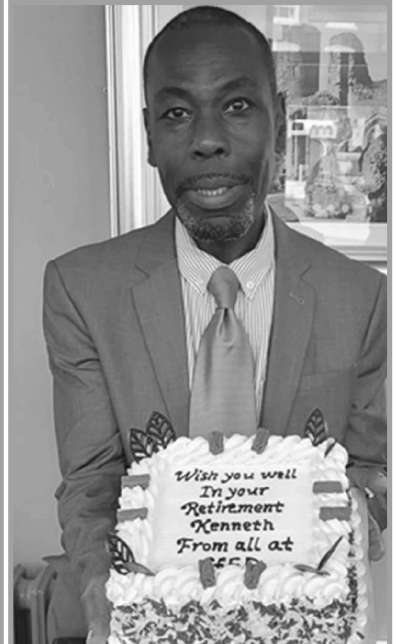
**“We would like to
acknowledge our
Community Hub partners,
community partners,
volunteers, Trustees, staff
and funders...”**





“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 vision 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



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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for the Year Ended 31 March 2022**

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The Centre for Equality and Diversity

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).

The Centre for Equality and Diversity

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.

The Centre for Equality and Diversity

Report of the Trustees for the Year Ended 31 March 2022

- 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.

The Centre for Equality and Diversity

Report of the Trustees for the Year Ended 31 March 2022

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.

The Centre for Equality and Diversity

Report of the Trustees for the Year Ended 31 March 2022

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.

The Centre for Equality and Diversity

Report of the Trustees for the Year Ended 31 March 2022

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.

The Centre for Equality and Diversity

Report of the Trustees for the Year Ended 31 March 2022

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 Communities 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.

The Centre for Equality and Diversity

**Report of the Trustees
for the Year Ended 31 March 2022**

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

The Centre for Equality and Diversity

Report of the Trustees for the Year Ended 31 March 2022

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.

The Centre for Equality and Diversity

**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:


Mr K Rodney - 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 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
		<u>41,997</u>	<u>-</u>	<u>41,997</u>	<u>30,246</u>
CREDITORS					
Amounts falling due within one year	9	(25,915)	-	(25,915)	(13,342)
NET CURRENT ASSETS		<u>16,082</u>	<u>-</u>	<u>16,082</u>	<u>16,904</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>16,537</u>	<u>-</u>	<u>16,537</u>	<u>17,511</u>
NET ASSETS		<u>16,537</u>	<u>-</u>	<u>16,537</u>	<u>17,511</u>
FUNDS	10				
Unrestricted funds				16,537	13,334
Restricted funds				-	4,177
TOTAL FUNDS				<u>16,537</u>	<u>17,511</u>

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

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

The notes form part of these financial statements

The Centre for Equality and Diversity

**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:

A handwritten signature in black ink, appearing to read 'M Hussain', followed by a horizontal line.

Mr M Hussain (Chair) - Trustee

The notes form part of these financial statements

The Centre for Equality and Diversity

Notes to the Financial Statements for the Year Ended 31 March 2022

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

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

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.

The Centre for Equality and Diversity

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

2. INVESTMENT INCOME

	31.3.22	31.3.21
	£	£
Deposit account interest	<u><u>1</u></u>	<u><u>2</u></u>

3. NET INCOME/(EXPENDITURE)

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

	31.3.22	31.3.21
	£	£
Depreciation - owned assets	<u><u>152</u></u>	<u><u>203</u></u>

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
	3	2
Charitable activities	<u><u>3</u></u>	<u><u>2</u></u>

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

The Centre for Equality and Diversity

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

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	<u>1</u>	<u>1</u>	<u>2</u>
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	 <u>13,333</u>	 <u>4,178</u>	 <u>17,511</u>

The Centre for Equality and Diversity

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

7. TANGIBLE FIXED ASSETS

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

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.22 £	31.3.21 £
Trade debtors	<u><u>17,290</u></u>	<u><u>7,670</u></u>

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	<u>840</u>	<u>840</u>
	<u><u>25,915</u></u>	<u><u>13,342</u></u>

The Centre for Equality and Diversity

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

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	1,956	(1,963)	7	-
Community Fund	<u>736</u>	<u>(1,444)</u>	<u>708</u>	<u>-</u>
	<u>4,177</u>	<u>(4,892)</u>	<u>715</u>	<u>-</u>
TOTAL FUNDS	<u>17,511</u>	<u>(974)</u>	<u>-</u>	<u>16,537</u>

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	<u>-</u>	<u>(1,444)</u>	<u>(1,444)</u>
	<u>-</u>	<u>(4,892)</u>	<u>(4,892)</u>
TOTAL FUNDS	<u>93,891</u>	<u>(94,865)</u>	<u>(974)</u>

The Centre for Equality and Diversity

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

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
	<u>6,680</u>	<u>(2,503)</u>	<u>4,177</u>
TOTAL FUNDS	<u><u>7,081</u></u>	<u><u>10,430</u></u>	<u><u>17,511</u></u>

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			
	<u>9,702</u>	<u>(8,966)</u>	<u>736</u>
	<u>23,203</u>	<u>(25,706)</u>	<u>(2,503)</u>
TOTAL FUNDS	<u><u>77,558</u></u>	<u><u>(67,128)</u></u>	<u><u>10,430</u></u>

The Centre for Equality and Diversity

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

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
	<u>93,890</u>	<u>77,556</u>
Total incoming resources	<u>93,891</u>	<u>77,558</u>
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
	<u>94,865</u>	<u>67,128</u>
Total resources expended	<u>94,865</u>	<u>67,128</u>
Net (expenditure)/income	<u>(974)</u>	<u>10,430</u>

This page does not form part of the statutory financial statements

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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The Centre for Equality and Diversity

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).

The Centre for Equality and Diversity

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.

The Centre for Equality and Diversity

Report of the Trustees for the Year Ended 31 March 2022

- 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.

The Centre for Equality and Diversity

Report of the Trustees for the Year Ended 31 March 2022

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.

The Centre for Equality and Diversity

Report of the Trustees for the Year Ended 31 March 2022

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.

The Centre for Equality and Diversity

Report of the Trustees for the Year Ended 31 March 2022

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.

The Centre for Equality and Diversity

Report of the Trustees for the Year Ended 31 March 2022

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 Communities 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.

The Centre for Equality and Diversity

**Report of the Trustees
for the Year Ended 31 March 2022**

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

The Centre for Equality and Diversity

Report of the Trustees for the Year Ended 31 March 2022

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.

The Centre for Equality and Diversity

**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:


Mr K Rodney - 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 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
		<u>41,997</u>	<u>-</u>	<u>41,997</u>	<u>30,246</u>
CREDITORS					
Amounts falling due within one year	9	(25,915)	-	(25,915)	(13,342)
NET CURRENT ASSETS		<u>16,082</u>	<u>-</u>	<u>16,082</u>	<u>16,904</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>16,537</u>	<u>-</u>	<u>16,537</u>	<u>17,511</u>
NET ASSETS		<u>16,537</u>	<u>-</u>	<u>16,537</u>	<u>17,511</u>
FUNDS	10				
Unrestricted funds				16,537	13,334
Restricted funds				-	4,177
TOTAL FUNDS				<u>16,537</u>	<u>17,511</u>

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

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

The notes form part of these financial statements

The Centre for Equality and Diversity

**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:

A handwritten signature in black ink, appearing to read 'M Hussain', followed by a horizontal line.

Mr M Hussain (Chair) - Trustee

The notes form part of these financial statements

The Centre for Equality and Diversity

Notes to the Financial Statements for the Year Ended 31 March 2022

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

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

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.

The Centre for Equality and Diversity

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

2. INVESTMENT INCOME

	31.3.22	31.3.21
	£	£
Deposit account interest	<u><u>1</u></u>	<u><u>2</u></u>

3. NET INCOME/(EXPENDITURE)

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

	31.3.22	31.3.21
	£	£
Depreciation - owned assets	<u><u>152</u></u>	<u><u>203</u></u>

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
	3	2
Charitable activities	<u><u>3</u></u>	<u><u>2</u></u>

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

The Centre for Equality and Diversity

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

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

The Centre for Equality and Diversity

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

7. TANGIBLE FIXED ASSETS

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

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.22 £	31.3.21 £
Trade debtors	<u><u>17,290</u></u>	<u><u>7,670</u></u>

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	<u>840</u>	<u>840</u>
	<u><u>25,915</u></u>	<u><u>13,342</u></u>

The Centre for Equality and Diversity

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

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	1,956	(1,963)	7	-
Community Fund	<u>736</u>	<u>(1,444)</u>	<u>708</u>	<u>-</u>
	<u>4,177</u>	<u>(4,892)</u>	<u>715</u>	<u>-</u>
TOTAL FUNDS	<u>17,511</u>	<u>(974)</u>	<u>-</u>	<u>16,537</u>

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	<u>-</u>	<u>(1,444)</u>	<u>(1,444)</u>
	<u>-</u>	<u>(4,892)</u>	<u>(4,892)</u>
TOTAL FUNDS	<u>93,891</u>	<u>(94,865)</u>	<u>(974)</u>

The Centre for Equality and Diversity

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

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
	<u>6,680</u>	<u>(2,503)</u>	<u>4,177</u>
TOTAL FUNDS	<u><u>7,081</u></u>	<u><u>10,430</u></u>	<u><u>17,511</u></u>

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			
	<u>9,702</u>	<u>(8,966)</u>	<u>736</u>
	<u>23,203</u>	<u>(25,706)</u>	<u>(2,503)</u>
TOTAL FUNDS	<u><u>77,558</u></u>	<u><u>(67,128)</u></u>	<u><u>10,430</u></u>

The Centre for Equality and Diversity

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

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
	<u>93,890</u>	<u>77,556</u>
Total incoming resources	<u>93,891</u>	<u>77,558</u>
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
	<u>94,865</u>	<u>67,128</u>
Total resources expended	<u>94,865</u>	<u>67,128</u>
Net (expenditure)/income	<u>(974)</u>	<u>10,430</u>

This page does not form part of the statutory financial statements