



# 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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## 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 incoming 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 various 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 31<sup>st</sup> 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 £
<b>INCOME AND ENDOWMENTS FROM</b>					
<b>Charitable activities</b>					
Income		98,807	51,688	150,495	93,890
Investment income	2	<u>16</u>	<u>-</u>	<u>16</u>	<u>1</u>
<b>Total</b>		<u><b>98,823</b></u>	<u><b>51,688</b></u>	<u><b>150,511</b></u>	<u><b>93,891</b></u>
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>					
Expenditure		<u>70,360</u>	<u>45,638</u>	<u>115,998</u>	<u>94,865</u>
<b>NET INCOME/(EXPENDITURE)</b>		<b>28,463</b>	<b>6,050</b>	<b>34,513</b>	<b>(974)</b>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		<u>16,537</u>	<u>-</u>	<u>16,537</u>	<u>17,511</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><b>45,000</b></u>	<u><b>6,050</b></u>	<u><b>51,050</b></u>	<u><b>16,537</b></u>

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](mailto:finance@cfed.org.uk). The financial statement is also available to download from our website [www.cfed.org.uk](http://www.cfed.org.uk) and from the Charity Commission's website [www.charitycommission.gov.uk](http://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](http://www.cfed.org.uk)



CentreForEqualityAndDiversityNEW



CfedDudley1

For more information or support, call us on 01384 456166 or email [admin@cfed.org.uk](mailto: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 2023  
for  
The Centre for Equality and Diversity**

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

**Contents of the Financial Statements  
for the Year Ended 31 March 2023**

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**The Centre for Equality and Diversity**

**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**

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- 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**

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

**Report of the Trustees  
for the Year Ended 31 March 2023**

**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.

**Report of the Trustees  
for the Year Ended 31 March 2023**

**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.

**Report of the Trustees  
for the Year Ended 31 March 2023**

**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

**Report of the Trustees  
for the Year Ended 31 March 2023**

**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

**The Centre for Equality and Diversity**

**Report of the Trustees  
for the Year Ended 31 March 2023**

**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**

**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').

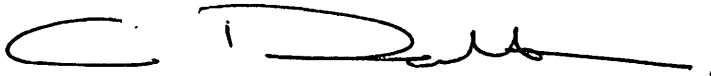
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). 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 £
<b>INCOME AND ENDOWMENTS FROM</b>					
<b>Charitable activities</b>					
Income		98,807	51,688	150,495	93,890
Investment income	2	<u>16</u>	<u>-</u>	<u>16</u>	<u>1</u>
<b>Total</b>		<u><b>98,823</b></u>	<u><b>51,688</b></u>	<u><b>150,511</b></u>	<u><b>93,891</b></u>
 <b>EXPENDITURE ON</b>					
<b>Charitable activities</b>					
Expenditure		<u>70,360</u>	<u>45,638</u>	<u>115,998</u>	<u>94,865</u>
<b>NET INCOME/(EXPENDITURE)</b>		<b>28,463</b>	<b>6,050</b>	<b>34,513</b>	<b>(974)</b>
 <b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		<u>16,537</u>	<u>-</u>	<u>16,537</u>	<u>17,511</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><b>45,000</b></u>	<u><b>6,050</b></u>	<u><b>51,050</b></u>	<u><b>16,537</b></u>

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

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

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

The trustees acknowledge their responsibilities for

- (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

**The Centre for Equality and Diversity**

**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

**Notes to the Financial Statements  
for the Year Ended 31 March 2023**

**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
	<u>16</u>	<u>1</u>

**The Centre for Equality and Diversity**

**Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023**

**3. NET INCOME/(EXPENDITURE)**

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

	<b>31.3.23</b>	<b>31.3.22</b>
	<b>£</b>	<b>£</b>
Depreciation - owned assets	<u>114</u>	<u>152</u>

**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:

	<b>31.3.23</b>	<b>31.3.22</b>
	<b>3</b>	<b>3</b>
Charitable activities	<u>3</u>	<u>3</u>

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

**6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

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

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

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 £
<b>COST</b>	
At 1 April 2022 and 31 March 2023	9,061
<b>DEPRECIATION</b>	
At 1 April 2022	8,606
Charge for year	114
At 31 March 2023	8,720
<b>NET BOOK VALUE</b>	
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

The Centre for Equality and Diversity

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

10. MOVEMENT IN FUNDS

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
<b>Unrestricted funds</b>			
General fund	16,537	28,463	45,000
<b>Restricted funds</b>			
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
<b>TOTAL FUNDS</b>	<b>16,537</b>	<b>34,513</b>	<b>51,050</b>

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	98,822	(70,359)	28,463
<b>Restricted funds</b>			
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
<b>TOTAL FUNDS</b>	<b>150,511</b>	<b>(115,998)</b>	<b>34,513</b>

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

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 £
<b>Unrestricted funds</b>				
General fund	13,334	3,918	(715)	16,537
<b>Restricted funds</b>				
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	-
	<u>4,177</u>	<u>(4,892)</u>	<u>715</u>	<u>-</u>
<b>TOTAL FUNDS</b>	<u>17,511</u>	<u>(974)</u>	<u>-</u>	<u>16,537</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	93,891	(89,973)	3,918
<b>Restricted funds</b>			
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)
	<u>-</u>	<u>(4,892)</u>	<u>(4,892)</u>
<b>TOTAL FUNDS</b>	<u>93,891</u>	<u>(94,865)</u>	<u>(974)</u>



**11. RELATED PARTY DISCLOSURES**

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

The Centre for Equality and Diversity

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

	31.3.23 £	31.3.22 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Investment income</b>		
Deposit account interest	16	1
<b>Charitable activities</b>		
Income from fees and charges	98,780	93,890
Donations	39,471	-
Grant income	12,244	-
	<u>150,495</u>	<u>93,890</u>
<b>Total incoming resources</b>	<b>150,511</b>	<b>93,891</b>
<b>EXPENDITURE</b>		
<b>Charitable activities</b>		
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
	<u>115,998</u>	<u>94,865</u>
<b>Total resources expended</b>	<b>115,998</b>	<b>94,865</b>
<b>Net income/(expenditure)</b>	<b>34,513</b>	<b>(974)</b>

This page does not form part of the statutory financial statements

**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