



Centre for Equality and Diversity

Annual Report

April 2023 – March 2024

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CHAIR'S REPORT

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

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

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

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

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

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

Mushtaq Hussain (Chairperson)

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

Vision and Values

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

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

Our Mission Statement

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

Our Strategic aims and priorities

- Provide an advisory role to local public bodies on the responsibilities of their General and Public Sector Equality Duty under the Equality Act 2010.
- Help to reduce health inequalities in the borough, particularly post Covid-19 by:
 - ensuring the health needs of disadvantaged communities are identified and met by providers
 - forging close strategic partnerships with public health providers and commissioning groups throughout the borough
 - active membership of local committees and groups
 - participation in the Community Transformation Programme due to come onstream for the borough in 2023/24.
- Reduce inequalities in housing for communities by working closely with housing providers to ensure the housing needs of our disparate communities are identified and met.
- Reduce discrimination in employment and across the range of public and private sector employers by supporting or signposting, those employees belonging to the nine protected characteristic groups under the Equality Act 2010 and working with employers.

- Contribute to fostering good relations and community cohesion by maintaining close working relationships with all local agencies working in the field and through active membership of relevant statutory groups and boards which bring together the range of agencies.
- Reduce inequalities in education by working with families and individuals, and liaising with educational establishments to:
 - continue to actively support and refer College learners
 - nurture and collaborate on the shared commitment to celebrate the culture, diversity, and inclusion at the heart of ESOL.
- Remove language or structural gaps, acting as the focus point between our marginalised and disadvantaged communities and statutory services in the borough.
- Build on the positive outcomes of the independent review of the Community Hub model.
- Continue to make concerted efforts to secure long term and sustainable funding to enable us to achieve our strategic aims and priorities.

OUR BOARD MEMBERS, STAFF AND VOLUNTEERS DURING 2023-2024

Board of Directors

- Mushtaq Hussain - Chair
- Brian Roe - Vice Chair to October 2023
- Kulvinder Hira - Vice Chair from October 2023
- Paul Singh - Treasurer to October 2023
- Nicolas Barlow - Treasurer from October 2023
- Saroj Norman - Secretary
- Angela Edwards
- Michael Killin

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

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

Staff

- Anita Maisuria - Community Hub Support Officer
- Zakia Bi - Community Hub Support Officer

Associates

- Kathryn Gorick - ESOL Tutor
- Manjit Johal - ESOL Tutor
- Devine Thompson - Healthy Activities lead

OUR PARTNERSHIPS THROUGHOUT 2023-2024

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

Dudley MBC including Public Health

Local NHS providers

DCVS

Creheart

Revival Fires

Provision House

DWP Job Centres Plus across the Dudley Borough

Black Country Food bank and distribution networks

Dudley College

Halesowen College

Dudley Adult learning centre

Various cultural communities' groups and individuals

Safe and Sound Board

Community Cohesion Strategic Group

Wider Determinants of health inequalities project partners

Transport for West Midlands

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

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

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

OUR ACHIEVEMENTS DURING 2023/24 TO MEET OUR STRATEGIC AIMS

Aim:

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

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

What we achieved:

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

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

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

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

Aim:

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

What we achieved:

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

Aim:

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

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

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

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

What we achieved:

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

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

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

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

Aim:

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

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

What we achieved:

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

Aim:

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

What we achieved:

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

FINANCIAL REVIEW FOR THE YEAR 2023/24

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

The Centre for Equality and Diversity

Statement of Financial Activities for the Year Ended 31 March 2024

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

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



Follow us on social media...!



www.cfed.org.uk



CentreForEqualityAndDiversityNEW



CfedDudley1

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



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

Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 March 2024
for
The Centre for Equality and Diversity

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

The Centre for Equality and Diversity

Contents of the Financial Statements for the Year Ended 31 March 2024

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The Centre for Equality and Diversity

Report of the Trustees for the Year Ended 31 March 2024

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

The Centre for Equality and Diversity

Report of the Trustees for the Year Ended 31 March 2024

OBJECTIVES AND ACTIVITIES

Objectives and aims

PURPOSE

Our Charity's purposes as set out in the objects contained in the Company's Memorandum of Association are:

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

OBJECTIVES AND AIMS

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

Vision and Values

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

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

Our Mission Statement

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

Our Strategic aims and priorities

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

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

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

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

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

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

- a. continue to actively support and refer College learners
 - b. nurture and collaborate on the shared commitment to celebrate the culture, diversity, and inclusion at the heart of ESOL.
- Remove language or structural gaps, acting as the focus point between our marginalised and disadvantaged communities and statutory services in the borough.
 - Build on the positive outcomes of the independent review of the Community Hub model.
 - Continue to make concerted efforts to secure long term and sustainable funding to enable us to achieve our strategic aims and priorities.

The Centre for Equality and Diversity

Report of the Trustees for the Year Ended 31 March 2024

Public Benefit

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

How our activities deliver public benefits

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

Who used and benefited from our services?

Who we help at times depend on the availability of funding and any limitation on the use of such funds. However, in general terms our services users during the year 2023/2024 included:

1. those who dropped in and used the services and facilities in the Community Hub, including recently arrived migrants to the borough;
2. those whom we supported on Afghan and Syrian programme commissioned by Dudley Housing Services; participants in our funded projects, including IT based projects, health and well being programmes.

Volunteers/work placements

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

FINANCIAL REVIEW

Financial Review

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

Principal funding sources

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

Investment policy and objectives

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

The Centre for Equality and Diversity

Report of the Trustees for the Year Ended 31 March 2024

FINANCIAL REVIEW

Reserves policy

Reserves policy

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

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

Plans for future periods

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

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

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

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

The Charity and its aims

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

The Centre for Equality and Diversity

Report of the Trustees for the Year Ended 31 March 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of trustees

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

Throughout the year the board of directors met monthly.

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

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

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

Organisational structure

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

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

Related parties

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

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

Risk management

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

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

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

05745005 (England and Wales)

Registered Charity number

1114821

The Centre for Equality and Diversity

Report of the Trustees for the Year Ended 31 March 2024

Registered office

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

Trustees

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

Sub-Committee Appointments

Finance & General Purposes Sub-Committee:

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

Company Secretary

Ms S Norman

Independent Examiner

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

Senior Management

Parbhinder Kalirai - Finance Officer

Bankers

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

The Centre for Equality and Diversity

**Report of the Trustees
for the Year Ended 31 March 2024**

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

Approved by order of the board of trustees on 11 December 2024 and signed on its behalf by:

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

Mr M Hussain - Chair - Trustee

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

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

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

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Colin Dalton FCA

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

11 December 2024

The Centre for Equality and Diversity

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

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

The notes form part of these financial statements

The Centre for Equality and Diversity

Balance Sheet 31 March 2024

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

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

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

The trustees acknowledge their responsibilities for

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

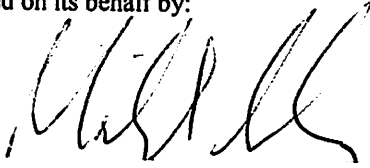
The notes form part of these financial statements

The Centre for Equality and Diversity

**Balance Sheet - continued
31 March 2024**

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

The financial statements were approved by the Board of Trustees and authorised for issue on 11 December 2024 and were signed on its behalf by:

A handwritten signature in black ink, appearing to read 'M Killin', written over a horizontal line.

Mr M Killin - Treasurer - Trustee

The notes form part of these financial statements

**Notes to the Financial Statements
for the Year Ended 31 March 2024**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

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

Income

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

Expenditure

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

Tangible fixed assets

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

Fixtures and fittings - 25% on reducing balance

Taxation

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

Fund accounting

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

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

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

2. INVESTMENT INCOME

	31.3.24	31.3.23
	£	£
Deposit account interest	64	16

The Centre for Equality and Diversity

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2024**

3. NET INCOME/(EXPENDITURE)

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

	31.3.24	31.3.23
	£	£
Depreciation - owned assets	<u>85</u>	<u>114</u>

4. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

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

5. STAFF COSTS

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

	31.3.24	31.3.23
	2	3
Charitable activities	<u>2</u>	<u>3</u>

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

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

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

The Centre for Equality and Diversity

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

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

7. TANGIBLE FIXED ASSETS

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

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

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

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

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

The Centre for Equality and Diversity

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2024**

10. MOVEMENT IN FUNDS

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

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

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

The Centre for Equality and Diversity

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

10. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

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

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

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

The Centre for Equality and Diversity

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2024**

11. RELATED PARTY DISCLOSURES

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

The Centre for Equality and Diversity

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

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

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 2024.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Colin Dalton FCA

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

11 December 2024