

# Centre for Equality and Diversity

## Annual Report

April 2024 – March 2025

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## CHAIR'S REPORT

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

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

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

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

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

**Mushtaq Hussain (Chair)**

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

## Vision and Values

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

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

## Our Mission Statement

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

## Our Strategic aims and priorities

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

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

## OUR BOARD MEMBERS, STAFF AND ASSOCIATES DURING 2024-2025

### Board of Directors

Mushtaq Hussain	- Chair
Kulvinder Hira	- Vice Chair
Mike Killin	- Treasurer
Saroj Norman	- Secretary
Paul Singh	
Angela Edwards	
Cllr Shazna Azad	
Nicolas Barlow	- Trustee until May 2024

### Staff

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

### Associates

Manjit Johal	- ESOL Tutor
Devine Thompson	- Healthy Activities lead

## OUR PARTNERSHIPS THROUGHOUT 2024-2025

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

Dudley MBC including Public Health

Local NHS providers

DCVS

CreArt Collective

Revival Fires

Provision House

RMC

DWP Job Centres across the Dudley Borough

Black Country Food bank and distribution networks

Dudley College

Halesowen College

Dudley Adult learning centre

Various cultural communities' groups and individuals

Safe and Sound Board

Community Cohesion Strategic Group

Wider Determinants of health inequalities project partners

Transport for West Midlands



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

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

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



## OUR ACHIEVEMENTS DURING 2024/25 TO MEET OUR STRATEGIC AIMS

### Aim:

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

### What we achieved:

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

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

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

## Aim:

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

## What we achieved:

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

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

## Aims:

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

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

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

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

## **What we achieved:**

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

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

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

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

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

### Aims:

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

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

### What we achieved:

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

### Aim:

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

### What we achieved:

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

**We will continue to explore further funding opportunities.**



## FINANCIAL REVIEW FOR THE YEAR 2024/25

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

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

The Centre for Equality and Diversity					
Statement of Financial Activities for the Year Ended 31 March 2025					
	Notes	Unrestricted fund £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
<b>INCOME AND ENDOWMENTS FROM Charitable activities</b>					
Income		1,179	35,689	36,868	42,350
Investment income	2	72	-	72	64
<b>Total</b>		<b>1,251</b>	<b>35,689</b>	<b>36,940</b>	<b>42,414</b>
<b>EXPENDITURE ON Charitable activities</b>					
Expenditure		24,128	19,500	43,628	55,441
<b>NET INCOME/(EXPENDITURE)</b>		<b>(22,877)</b>	<b>16,189</b>	<b>(6,688)</b>	<b>(13,027)</b>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		34,123	3,900	38,023	51,050
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>11,246</b>	<b>20,089</b>	<b>31,335</b>	<b>38,023</b>

A full copy of the 2024/25 financial statement is available upon request by writing to the Treasurer, CfED, Holloway Chambers, 28 Priory Street, Dudley, DY1 1HA or email [finance@cfed.org.uk](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'.



[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)**



Centre  
for  
Equality &  
Diversity

**Report of the Trustees and  
Unaudited Financial Statements  
for the Year Ended 31 March 2025  
for  
The Centre for Equality and Diversity**

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



**The Centre for Equality and Diversity**

**Contents of the Financial Statements  
for the Year Ended 31 March 2025**

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**The Centre for Equality and Diversity**

**Report of the Trustees  
for the Year Ended 31 March 2025**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

## **The Centre for Equality and Diversity**

### **Report of the Trustees for the Year Ended 31 March 2025**

#### **OBJECTIVES AND ACTIVITIES**

##### **Objectives and aims**

##### **PURPOSE**

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

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

##### **OBJECTIVES AND AIMS**

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

##### **Vision and Values**

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

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

##### **Our Mission Statement**

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

##### **Our Strategic aims and priorities**

- Provide an advisory role to local public bodies on the responsibilities of their General and Public Sector Equality Duty under the Equality Act 2010.
- Help to reduce health inequalities in the borough, particularly post Covid-19 by:
  - a. ensuring the health needs of disadvantaged communities are identified and met by providers
  - b. forging close strategic partnerships with public health providers and commissioning groups throughout the borough
  - c. active membership of local committees and groups
  - d. participation in the Community Transformation Programme for the borough.
- Reduce inequalities in housing for communities by working closely with housing providers to ensure the housing needs of our disparate communities are identified and met.
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  - b. nurture and collaborate on the shared commitment to celebrate the culture, diversity, and inclusion at the heart of ESOL.
- Remove language or structural gaps, acting as the focus point between our marginalised and disadvantaged communities and statutory services in the borough.
- Build on the positive outcomes of the independent review of the Community Hub model.
- Continue to make concerted efforts to secure long term and sustainable funding to enable us to achieve our strategic aims and priorities.

##### **Public Benefit**

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

##### **How our activities deliver public benefits**

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

##### **Who used and benefited from our services?**

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

## **The Centre for Equality and Diversity**

### **Report of the Trustees for the Year Ended 31 March 2025**

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

#### **Volunteers/work placements**

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

#### **FINANCIAL REVIEW**

##### **Financial Review**

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

##### **Principal funding sources**

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

##### **Investment policy and objectives**

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

##### **Reserves policy**

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

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

##### **Plans for future periods**

Funding permitting, the Charity plans to continue the activities outlined below in 2025/2026. Among our priorities are:

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

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **Governing document**

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

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

##### **The Charity and its aims**

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

## **The Centre for Equality and Diversity**

### **Report of the Trustees for the Year Ended 31 March 2025**

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **Recruitment and appointment of trustees**

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

Throughout the year the board of directors met monthly.

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

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

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

##### **Organisational structure**

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

##### **Related parties**

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

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

##### **Risk management**

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

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

#### **REFERENCE AND ADMINISTRATIVE DETAILS**

##### **Registered Company number**

05745005 (England and Wales)

##### **Registered Charity number**

1114821

##### **Registered office**

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

**The Centre for Equality and Diversity**

**Report of the Trustees  
for the Year Ended 31 March 2025**

**Trustees**

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

**Sub-Committee Appointments**

**Finance & General Purposes Sub-Committee:**

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

**Company Secretary**

Ms S Norman

**Independent Examiner**

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

**Senior Management**

Parbhinder Kalirai - Finance Officer

**Bankers**

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

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

Approved by order of the board of trustees on 27 November 2025 and signed on its behalf by:



Mr M Killin - Treasurer - Trustee

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

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

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

**Responsibilities and basis of report**

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

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

**Independent examiner's statement**

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

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

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



Colin Dalton FCA

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

27 November 2025

The Centre for Equality and Diversity

Statement of Financial Activities  
for the Year Ended 31 March 2025

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

The notes form part of these financial statements



The Centre for Equality and Diversity

Balance Sheet  
31 March 2025

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

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

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

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

The financial statements were approved by the Board of Trustees and authorised for issue on 27 November 2025 and were signed on its behalf by:



Mr M Killin - Treasurer - Trustee

The notes form part of these financial statements

**Notes to the Financial Statements  
for the Year Ended 31 March 2025**

**1. ACCOUNTING POLICIES**

**Basis of preparing the financial statements**

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

**Income**

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

**Expenditure**

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

**Tangible fixed assets**

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

Fixtures and fittings - 25% on reducing balance

**Taxation**

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

**Fund accounting**

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

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

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

**2. INVESTMENT INCOME**

	31.3.25	31.3.24
	£	£
Deposit account interest	<u>72</u>	<u>64</u>

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

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

	31.3.25	31.3.24
	£	£
Depreciation - owned assets	<u>64</u>	<u>85</u>

The Centre for Equality and Diversity

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2025

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

5. STAFF COSTS

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

	31.3.25	31.3.24
Charitable activities	2	2

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

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

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

The Centre for Equality and Diversity

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2025

7. TANGIBLE FIXED ASSETS

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

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25 £	31.3.24 £
Trade debtors	<u>-</u>	<u>3,900</u>

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25 £	31.3.24 £
Trade creditors	25,698	9,930
Accrued expenses	<u>600</u>	<u>840</u>
	<u>26,298</u>	<u>10,770</u>

10. MOVEMENT IN FUNDS

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

The Centre for Equality and Diversity

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2025

10. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	1,251	(24,128)	(22,877)
<b>Restricted funds</b>			
WDH Project	15,600	(19,500)	(3,900)
Migrant Connect	20,089	-	20,089
	<u>35,689</u>	<u>(19,500)</u>	<u>16,189</u>
<b>TOTAL FUNDS</b>	<u>36,940</u>	<u>(43,628)</u>	<u>(6,688)</u>

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
<b>Unrestricted funds</b>			
General fund	45,000	(10,877)	34,123
<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)	-
WDH Project	-	3,900	3,900
	<u>6,050</u>	<u>(2,150)</u>	<u>3,900</u>
<b>TOTAL FUNDS</b>	<u>51,050</u>	<u>(13,027)</u>	<u>38,023</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	64	(10,941)	(10,877)
<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)
DCVS	38,450	(38,450)	-
WDH Project	3,900	-	3,900
	<u>42,350</u>	<u>(44,500)</u>	<u>(2,150)</u>
<b>TOTAL FUNDS</b>	<u>42,414</u>	<u>(55,441)</u>	<u>(13,027)</u>

**11. RELATED PARTY DISCLOSURES**

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

**The Centre for Equality and Diversity**

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

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

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

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

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

**Responsibilities and basis of report**

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

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

**Independent examiner's statement**

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

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

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



Colin Dalton FCA

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

27 November 2025