

REGISTERED COMPANY NUMBER: 02531302 (England and Wales)
REGISTERED CHARITY NUMBER: 1116413

**WEST LONDON EQUALITY CENTRE
(A COMPANY LIMITED BY GUARANTEE)**

**REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021**

Cox Costello & Horne
Chartered Accountants and Statutory Auditors
26 Main Avenue
Moor Park
HA6 2HJ

WEST LONDON EQUALITY CENTRE

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FOR THE YEAR ENDED 31 MARCH 2021

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WEST LONDON EQUALITY CENTRE

**REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 MARCH 2021**

TRUSTEES

Mr K Akuffo
Ms H A Panford
Mr I M Potts chair
Ms J De Souza
Mr B Andonian
Mr M Alam
Mr A Ali (resigned 1.1.21)
Mr L Petrone Gomez
Ms P Walker
Professor P D John
Ms R Okoria-Sanni
Ms C Lumb Retiree (appointed 16.11.20)
Ms E Salmon Solicitor (appointed 16.11.20)

Trustees retiring by rotation

In accordance with Articles 8.1 and 8.2 of the Articles of Association, one third of the elected members shall be chosen thus every year, they shall serve for a period of three years, and at the third annual general meeting after election shall be required to resign. At the conclusion of any three-year term of office, a member of the executive committee shall be eligible for re-election for further period of three years: the following trustees were required to retire by rotation: K Akuffo A M Hertenstein and P Walker.

REGISTERED OFFICE

Villiers House
New Ealing Broadway
London
W5 2NU

REGISTERED COMPANY NUMBER

02531302 (England and Wales)

REGISTERED CHARITY NUMBER

1116413

AUDITORS

Cox Costello & Horne
Chartered Accountants and Statutory Auditors
26 Main Avenue
Moor Park
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WEST LONDON EQUALITY CENTRE

**CHAIRMAN'S REPORT
FOR THE YEAR ENDED 31 MARCH 2021**

In this my final report, I wish to thank Barbara Karayi for acting as interim Director for the last year. She had stated that she did not wish to continue in the post indefinitely and since the year end we have appointed a new Chief Executive.

Our financial year 2020/21 has shown a net surplus of £48,051 (2020: £67,660). For this I would like to thank Ms Karayi and our new treasurer Ms Caroline Lumb.

Funding this year has come largely from the Big Lottery Fund's Hate Crime Project, Help Through Crisis and the EU Settlement Scheme which has been extended twice, also the grant for our core provision from the Henry Smith Charity. We would like to thank all these contributors for supporting our work.

Throughout the year we were unable to provide our face-to-face services and as last year provided services by phone and internet. Since the year end the University has provided us with an office space but we can't have clients or volunteers in there.

DocuSigned by:

I M Potts

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Mr I M Potts - Chair

WEST LONDON EQUALITY CENTRE**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES**Objectives and aims**

West London Equality Centre has been engaged in the last year advancing equality and rights for the disadvantaged and destitute service users who are the beneficiaries of its service.

We updated our objectives during the financial year to comply with the latest outline objectives.

Our main aims are:

1. The promotion of equality and diversity for the public benefit by:
 - a) the elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion;
 - b) advancing education and raising awareness in equality and diversity;
 - c) promoting activities to foster understanding between people from diverse backgrounds; and
 - d) cultivating a sentiment in favour of equality and diversity.
2. To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society. For the purpose of this clause 'socially excluded' means being excluded from society, or parts of society, as a result of one or more of the following factors: unemployment; financial hardship; youth or old age; ill health (physical or mental); substance abuse or dependency including alcohol and drugs; discrimination on the grounds of sex, race, disability, ethnic origin, religion, belief, creed, sexual orientation or gender re-assignment; poor educational or skills attainment; relationship and family breakdown; poor housing (that is housing that does not meet basic habitable standards; crime (either as a victim of crime or as an offender rehabilitating into society).
3. The promotion of racial harmony for the public benefit by:
 - a) promoting knowledge and mutual understanding between different racial groups;
 - b) advancing education and raising awareness about different racial groups to promote good relations between persons of different racial groups;
 - c) working towards the elimination of discrimination on the grounds of race.
- 4) The promotion of Human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) throughout West London and the UK by all or any of the following means:
 - a) Obtaining redress for the victims of human rights abuse;
 - b) educating the public about human rights
 - c) Contributing to the sound administration of human rights law;
 - d) Commenting on proposed human rights legislation;
 - e) Raising awareness of human rights issues;
 - f) Promoting public support for human rights;
 - g) Promoting respect for human rights among individuals and corporations;
 - h) Eliminating infringements of human rights

Experience:

WLEC has since its founding in 1963 been at the centre of helping West London's disadvantaged communities, one of the reasons it was set up by volunteers.

WEST LONDON EQUALITY CENTRE

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

A long history of delivering a service to people from all backgrounds and ethnicities, including minority white communities, advising.

WLEC regards maintaining a high level of quality and appropriate frameworks as essential to its service so that service users can be assured of the advice and support given

This is reflected in AQS giving us a quality assurance mark across a wide range of areas.

Further, we work to the standards of the Bar Association and the Solicitors' Regulation Authority, as we have a number of solicitors and barristers supporting our work, and have the required professional indemnity insurance for that.

All WLEC staff were former volunteers - highly skilled and qualified to deliver our services, having delivered a wide range of projects in similar areas before, and some having lived experience.

Projects delivered in the past related to hate crime in Hounslow, anti-poverty work related to the benefit cap introduction, crisis support for those facing homelessness or destitution, specialist disability support, refugee programmes, and helping to mentor and guide volunteers in improving their skills ready for the work place.

The delivery of the hate crime project, which has been refunded for 2021, ensures that we advocate for people experiencing isolation and marginalisation because of who they are, which enables them to overcome their issue and become resilient and equal members of society.

- Reduce sense of isolation and alienation people suffer
- Improve independence and resilience to be able to deal with life's issues
- Improve quality of information and advice given relating to hate crime
- Improve referral arrangements and collaboration between voluntary and other community based organisations and the criminal justice system
- Empower people impacted by hate crime to have increased confidence and self-esteem in reporting hate crime

Public benefit

The objectives and activities comply with the public benefit a charity is required to have. The trustees hereby confirm that they have complied with S4 of the Charities Act 2006 to have due regard to public benefit guidance published by the charities commission in determining the activities undertaken by the charity.

Who benefits?

Our work takes the poor and disadvantaged and newly arrived. Ealing ranks as the 4th most ethnically diverse borough in the UK, with around half of the population born elsewhere. Migrants from over 100 nationalities live and settle in Ealing, including a sizeable Afghan and Somali community, the largest Polish community outside of Poland, and refugees from the Middle East.

While Ealing used to be regarded as the Queen of the Suburbs, this image has been replaced with overcrowded properties, beds in sheds scenarios and high foodbank use.

Volunteers

WLEC's core work benefits from the wide range of volunteers we engage and train in office skills, legal work, interviewing, advising, safeguarding, confidentiality, and legal advice areas such as housing, benefits, disability rights, discrimination, family & domestic abuse.

This year has been challenging in terms of hosting volunteers and giving them client experience due to the lockdown and inability to meet in person. We overcame this in part by interviewing clients via zoom, where this was possible, so it was a more limited experience than what we would like, but still managed to train a cohort of 15 volunteers, who along with the previous volunteers numbering around 15, we engaged on a weekly basis in training.

We reached 400 clients who rang or emailed us, and who we advised.

Our staff are formerly volunteers so we encourage and mentor volunteer with that in mind.

Students

Volunteers found us mainly online, and continue to be mostly from the university of West London, but we hosted volunteers from Brunel and Queen Mary University of London as well.

WEST LONDON EQUALITY CENTRE

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Our work and volunteering programmes

Young people need to be better prepared for the world of work, instilling in them a 'growth mind-set' - one based on the assumption that through learning and effort one improves, that "I can do better if I apply myself". (Carol S Dweck, Mindset: The New Psychology of Success (2006) New York: Random House).

They need to be inspired by and well-informed about the opportunities open to them, receiving up to date, useful information. They need to engage in purposeful encounters with employers, gaining valuable insights and developing relevant skills.

A well-planned programme of careers education, guidance and work-related learning in schools and colleges should ensure every young person receives these opportunities and receives individual help and advice to choose the most appropriate pathway.

Opportunities for young people to earn while they learn, through part-time jobs, work experience, internships, traineeships and apprenticeships, should equip them with the experience and skills to compete successfully for jobs and progress into longer-term and more fulfilling employment. We believe that we need to do all we can to support young people, access further education and help those who can work, into good jobs that will enable them to live independently.

Work experience

The young people we help constantly tell us that vocational training opportunities are vital to helping them find work. Many high school, college and university students believe they have few skills and nothing to add to their CVs when they come to us for support, having faced multiple issues such as discrimination, social deprivation, destitution, getting into trouble with the law, or growing up in care.

Structured hands on work experience under supervision from day one coupled with individual training and work placements help them to break the cycle of 'no experience, no job - no job, no experience'.

Our work and volunteering programmes are about so much more than work experience. We also provide long-term support to unemployed young people, focusing on building soft skills like teamwork, confidence, motivation and communication. We get young people involved in their communities and working in a team; we offer one-to-one mentoring; a buddying scheme, and we help them get the qualifications they need to find work. We find that it is a combination of all these things that helps to get unemployed young people ready for and into work.

Recently Tudor Trust commented: 'Fantastic that you are able to work with so many students: there is a real win-win situation here with improved access to advice for local communities and really valuable experience for the students themselves. Similarly, a feature of your work is that you make really excellent use of volunteers: again it is clear that involvement with WLEC is invaluable for many of your volunteers in helping them to progress into paid employment. (Tudor Trust End of 3 year Grant Report August, 2018).

What happens next - positioned for the future

We are now well positioned to help people into gainful employment taken from among Service Users, Volunteers, and Students. It is one of the main reasons why we exist. These volunteers are responsible for delivering the help, advice and advocacy for disadvantaged persons. Thus, we experience a kind of 'double effect' namely, that while helping others, volunteers are actively becoming skilled and are ultimately helping themselves.

So, we have opened 30 volunteering opportunities per annum over 3 years [90 volunteers] for UWL students to learn how to help people experiencing all forms of hate crime. This means that these students will become highly employable as they are learning skills which even the Met police have said they find difficult to comprehend.

These students will make a great difference to people who experience discrimination on housing estates, in employment, when travelling, including disabled and all persons covered by the Equality Act. In the light of the discrimination shown to migrants post-referendum this is great experience for students, many of whom are from ethnic minorities, refugees and EU backgrounds.

Our experience of involving young people in designing services and running the organisation can be seen from the fact that all of our staff members were our former volunteers, and some were also service users. Their involvement is appropriate because we create a cycle of continuous success as these service users are able to use/reuse/redesign the same tools acquired to help themselves and others.

Our volunteers are automatically enrolled as members of the organisation with the encouragement that they have an input into service design and delivery and that they should aspire to become employees and our trustees.

Our former interim CEO and former treasurer herself, started with us as a volunteer and became a qualified Solicitor via training through the 'equivalent means' route along with 3 other volunteers who all went on to become staff members. We are training a further set of lawyers to become qualified. All our staff are former volunteers who have actively participated in the designing, rolling out and carrying out our services.

WEST LONDON EQUALITY CENTRE**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021**

We train volunteers and staff weekly. This is done in order to help the student/young person/unemployed become successful and a credit to themselves as it is important that we help nurture the correct mind-set designed to equip them with the tools to so do.

The correct 'growth' mind-set, one based on the assumption that through learning and effort one improves, that "I can do better if I apply myself" (Carol S Dweck).

Employers are looking for this quality in their workforce. With this advanced training we can assist students/young people/volunteers to smooth their pathways into paid employment, successful lives and enhance their well-being.

Future projects will address:

- Volunteering
- Training people into work [for which we will seek funding]
- EUSS Registration Scheme Consortium supported by the Home Office
- Hate Crime Support Services funded by the Lottery
- Anti-poverty work, including helping food bank clients
- Advice and support services
- Addressing Loneliness
- Helping those suffering deprivation
- Helping the Windrush Generation Service Users

FINANCIAL REVIEW**Financial position****Financial position as at 31 March 2021**

The surplus / (deficit) for the reporting year was £48,051 (2020: £67,660).

Incoming resources were £295,928 (2020: £311,658).

Outgoing resources were £247,877 (2020: £243,998).

Net current assets were £161,982 (2020: £113,931).

Principal funding sources

The principal sources of funding are from charitable trusts and The National Lottery. An amount comes from the European Commission, and we are in a consortium with another charity who has funding from the Home Office.

Investment policy

Under the Articles of Association, WLEC has the power to invest monies which are not immediately required for its purposes, in or upon such investments or property as may be thought fit. At the present time the trustees' policy is to maintain all such monies in liquid cash form, on deposits earning a market rate of interest. The trustees consider that this is the most appropriate form of investment in the current climate.

Reserves policy

It is always difficult to plan or develop services within a voluntary organisation, with its constant need to find funding and in an atmosphere of insecurity of long-term funding agreements.

Our reserves policy is set to ensure our work is protected from the risk of disruption at short notice due to a lack of funds, whilst at the same time ensuring we do not retain income for longer than required.

It is the policy of the charity to maintain unrestricted funds, which are free reserves of the charity. The purpose of maintaining unrestricted funds is to cover:

- meet financial commitments when they arise
- designated projects to be undertaken when appropriate
- administration and support costs for the charity
- sufficient promotion of its objects

The trustees consider it prudent that unrestricted reserves should be sufficient:

- to cover 3 months administration and support costs with a 6 months future aspiration

The reserves policy is kept under periodic review and reserves levels will be adjusted as perceptions of risk and other factors change.

At as 31 March 2021, the unrestricted funds stood at £131,701 (2020: £64,403).

WEST LONDON EQUALITY CENTRE

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

FUTURE PLANS

In preparing the plans for 2021/2022 a number of factors come to mind:

- A greater need for space in light of the pandemic
- We have greater resources than ever before and therefore have capacity to grow, in cases and in volunteers
- We need to retain volunteers for our core project, that of helping the deprived and destitute who live in West London

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

West London Equality Centre (formerly Ealing Equality Council) (WLEC) incorporated on 15 August 1990 and is governed under its Memorandum and Articles of Association. The objects of the charitable company have, since incorporation, been altered by special resolution on 19 July 2011 and November 2020.

Charity status

WLEC is a charitable company limited by guarantee, as defined by the Companies Act 2006, and is a registered charitable company with the Charity Commission.

WLEC was registered as a charity on 18 October 2006.

Membership

WLEC membership is governed by the charity's Memorandum and Articles of Association. The charity shall consist of not fewer than 20 voting members, all of whom shall live in, work in, or be the nominees of affiliated organisations operating in the charity's area of benefit. There shall be two categories of full membership, viz organisational (i.e. affiliated bodies), and individual members. Affiliation and individual membership shall be subject to annual renewal. Each affiliated organisation may annually nominate two persons to serve as voting members of the charity. Each individual member of the charity shall have one vote exercisable personally.

Financial statements

The audited financial statements comply with the Charities Statement of Recommended Practice - Accounting and Reporting by Charities FRS 102 effective January 2019, the Charities Act 2011, the Companies Act (2006) and the Charities (Accounts and Reports) Regulations 2008. The trustees' report and financial statements are submitted to the Charity Commission following approval by the membership at the AGM. This was updated as planned by special resolution in October 2021 at the AGM.

Winding up

On a winding up all the charity's assets which would otherwise be available to its members shall be transferred either to another body with objects similar to its own or to another body the objects of which are the promotion of the charity and anything incidental or conducive thereto.

Members guarantee to contribute to the assets of the charity in the event of winding up. The liability of the members is limited to £1.

Recruitment and appointment of new trustees

Trustees are appointed under the terms of the Memorandum and Articles of Association.

The trustees consider that having appropriate skills and awareness appropriate to the nature of the work of WLEC is more important than having numerous trustees. The trustees continue to identify shortcomings in their knowledge and skills which they feel are necessary for the good governance of the charity.

Organisational structure

The management of the charity is the responsibility of the trustees. The management of the charity shall be vested in the Executive Committee. The Executive Committee shall comprise no more than 18 trustees, of whom not fewer than two thirds of the total shall be elected by ballot at the time of the charity's AGM, and of whom not more than one third of the total shall be chosen every year for a period of three years. Trustees who have served for a period of three years, shall resign at the following AGM, but shall be eligible for re-election for a further three years. At 31 March 2021, there is a board of directors, the trustees, which consists of 9 elected members and 3 co-opted members. The directors shall meet once every quarter. 3 members are elected every year for a 3 year period. A finance and general purposes committee and a personnel committee consists of 5 members of the board.

The trustees' oversees a robust governance framework. The charity's governance complies with the Code for the Voluntary and Community Sector endorsed by the Charity Commission, and with other best practice guidelines. The trustees delegate operational responsibility for certain aspects of the charity's activities to the Chief Officer. The Chief Officer is responsible for the provision of the charity's services, and also for ensuring that the services are delivered in accordance with the policies laid down by the trustees and the objectives of the organisation.

WEST LONDON EQUALITY CENTRE**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021****STRUCTURE, GOVERNANCE AND MANAGEMENT****Induction and training of new trustees**

The trustees offer a wide range of skills and experience essential to the good governance of the charity. New trustees are invited to take part in an induction programme, based on the "Induction Procedure" for new staff. On an informal basis, new trustees undergo orientation to brief them on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association and decision making process, meet key persons of the charity, the business plan and recent financial performance of the charity. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role and other aspects of WLEC's work. The trustees review their written procedures in line with all other procedural documents on a regular basis.

Wider network

The trustees maintain a network of contacts in the London Borough of Ealing (LBE) and surrounding areas through the delivery of various services, projects and programmes. In addition, a wider network of contacts is made through consortia arrangements and partnerships in the aforementioned areas.

Related parties

The trustees are aware of the guidance given by the Charity Commission, including the risk posed by transactions with close family members, and are of the opinion that no transactions have arisen concerning related parties.

Risk management

The trustees are aware of the major risks to which WLEC is exposed and systems have been established to manage and minimise those risks. Policies and procedures are reviewed annually or more often if there are changes in legislation, and trustees are made aware of urgent matters if necessary between meetings. The Executive Committee prepares a business plan. It annually approves a rolling work programme covering the activities of staff and members to implement the business. The main risks are financial, as identified in the business plan. The trustees look to manage financial risks by approving an annual budget, regular consideration of the financial results, variance from budgets and non-financial performance indicators. A key element in the management of financial risk is the setting of a reserves policy.

The trustees are aware of the short-term nature of the charity's income, which makes long-term planning more difficult. The trustees are seeking more than ever to diversify including charging for activities and looking at new and innovative ways of fundraising.

The trustees also have a duty to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. The systems of internal controls for the charity are designed to provide reasonable, but not absolute, assurance against material misstatement or loss.

The trustees remain confident that the high standard of service and professionalism of the charity's staff continue to place the charity in a good position for the future.

Under the terms of the Articles of Association the trustees shall be indemnified out of the assets of the charity against any liability incurred by him/her in defending any proceedings in which judgement is given in their favour. To mitigate any potential costs arising from such proceedings, the charity has obtained the necessary indemnity insurance.

EVENTS SINCE THE END OF THE YEAR

Information relating to events since the end of the year is given in the notes to the financial statements.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

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

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

WEST LONDON EQUALITY CENTRE

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021**

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Cox Costello & Horne, will be proposed for re-appointment at the forthcoming Annual General Meeting.

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

15 November 2021

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

DocuSigned by:

I M Potts

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Mr I M Potts - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF WEST LONDON EQUALITY CENTRE

Opinion

We have audited the financial statements of West London Equality Centre (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 15 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF WEST LONDON EQUALITY CENTRE

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Extent to which the audit was considered capable of detecting irregularities, including fraud

Based on our understanding of the charitable company and the industry and through discussion with the directors and other management (as required by auditing standards), we identified that the principal risks are:

- Non-compliance with the provisions of laws and regulations generally recognised (related to health and safety, anti-bribery, money laundering legislation and tax law) to have a direct effect on the determination of material amounts and disclosures in the financial statements;
- The risk of management override of internal controls for any evidence of bias by the directors that represented a risk of material misstatement due to fraud; and
- The risk of not identifying related party transactions.

Audit procedures performed by the engagement team

- Discussions with management and assessment of known or suspected instances of non-compliance with laws and regulations (including health and safety, anti-bribery, money laundering legislation and tax law) and fraud;
- Performing low level analytical procedures to any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- Reviews of minutes of meetings of those charged with governance;
- Identifying and assessing the design effectiveness of controls that management has in place to prevent and detect fraud; and
- Identifying and testing journal entries, in particular any manual entries made at the year end for financial statement preparation.

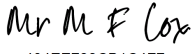
Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
WEST LONDON EQUALITY CENTRE**

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:

404EE733CB1C4E7...
Michael F Cox FCA (Senior Statutory Auditor)
for and on behalf of Cox Costello & Horne
Chartered Accountants and Statutory Auditors
26 Main Avenue
Moor Park
HA6 2HJ
16 November 2021
Date:

WEST LONDON EQUALITY CENTRE**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2021**

	Notes	Unrestricted fund £	Restricted fund £	31.3.21 Total funds £	31.3.20 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	73,318	222,371	295,689	311,116
Investment income	3	239	-	239	542
Total		73,557	222,371	295,928	311,658
EXPENDITURE ON					
Direct charitable activities					
Equality and human rights for all		6,259	241,618	247,877	243,998
NET INCOME/(EXPENDITURE)		67,298	(19,247)	48,051	67,660
RECONCILIATION OF FUNDS					
Total funds brought forward		64,403	49,528	113,931	46,271
TOTAL FUNDS CARRIED FORWARD		131,701	30,281	161,982	113,931

The notes form part of these financial statements

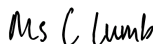
WEST LONDON EQUALITY CENTRE**BALANCE SHEET
31 MARCH 2021**

	Notes	Unrestricted fund £	Restricted fund £	31.3.21 Total funds £	31.3.20 Total funds £
FIXED ASSETS					
Tangible assets	10	1	440	441	867
CURRENT ASSETS					
Debtors	11	6,356	9,589	15,945	15,007
Cash at bank and in hand		117,353	79,503	196,856	108,516
		<u>123,709</u>	<u>89,092</u>	<u>212,801</u>	<u>123,523</u>
CREDITORS					
Amounts falling due within one year	12	7,991	(59,251)	(51,260)	(10,459)
NET CURRENT ASSETS		<u>131,700</u>	<u>29,841</u>	<u>161,541</u>	<u>113,064</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>131,701</u>	<u>30,281</u>	<u>161,982</u>	<u>113,931</u>
NET ASSETS		<u>131,701</u>	<u>30,281</u>	<u>161,982</u>	<u>113,931</u>
FUNDS	13				
Unrestricted funds				131,701	64,403
Restricted funds				<u>30,281</u>	<u>49,528</u>
TOTAL FUNDS				<u>161,982</u>	<u>113,931</u>

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

16 November 2021

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

DocuSigned by:

 C31F8293C70C415.....
 Ms C Lumb - Trustee

DocuSigned by:

 DA160EAA4B8240A.....
 Mr I M Potts - Trustee

WEST LONDON EQUALITY CENTRE**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021****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 financial statements 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. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The charitable company has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

Preparation of the financial statements on a going concern basis

The financial statements are drawn up on the going concern basis which assumes West London Equality Centre will continue in operational existence for the foreseeable future. The Board of Trustees have given due consideration to the working capital and cash flow requirements of West London Equality Centre. The Board of Trustees consider West London Equality Centre's current and forecast cash resources to be sufficient to cover the working capital requirements of the charity for at least 12 months from the date of signing the financial statements.

Critical accounting judgements and key sources of estimation uncertainty

The preparation of the financial statements requires the Board of Trustees to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for income and expenditure during the period. However, the nature of estimation means that actual outcomes could differ from those estimates.

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably. Income received in advance of a service is deferred until the criteria for income recognition are met. Income arises in the United Kingdom.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Gifts in kind are valued at estimated value to the charity. They are included in the charity's financial statements if the estimated value is in excess of £500.

Interest receivable on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Unrestricted charitable donations are recognised in the financial statements when the charitable donation has been received, or if, before receipt, there is sufficient evidence to provide the necessary certainty that the donation will be received and the value of the incoming resources can be measured with sufficient reliability.

Donated professional services and facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised. On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

WEST LONDON EQUALITY CENTRE**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021****1. ACCOUNTING POLICIES - continued****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. A further analysis of this expenditure is given in the notes to the financial statements.

- Cost of raising funds comprises the costs of commercial trading and their associated support costs.
- Expenditure on charitable activities includes the costs of the charity's services undertaken to further the purpose of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Tangible fixed assets

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

Computer and office equipment - 33% on cost

All assets are initially recognised at cost and subsequently carried at cost less accumulated depreciation. The cost of an asset initially recognised includes its purchase price and any cost that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

All assets costing more than £100 are capitalised.

Taxation

The charity is an institution within the meaning of the Charities Act 2011 and as such is a charity within the meaning of Section 506(1) of the Taxes Act 1988. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains within categories covered by Section 505 of the Taxes Act 1988 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied exclusively to charitable purposes. The charity receives no similar exemption in respect of Value Added Tax.

The charity is an institution which is established for charitable purposes within the meaning of the Charities Act 2011 and as such is a charity within the meaning of Para 1 of Schedule 6 to the Finance Act 2010. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Sections 478-488 of the Corporation Tax Act 2010 (formerly enacted in Section 505 of the Income and Corporation Taxes Act 1988) or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied to exclusively charitable purposes. The charity receives no similar exemption in respect of Value Added Tax. For this reason the charity is generally unable to recover input VAT it suffers on goods and services purchased. The charity is not registered for VAT, as the trustees consider the charity's incoming resources are exempt from VAT. VAT is included within the attributable cost under resources expended.

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.

Foreign currencies

Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction. Exchange differences are taken into account in arriving at the operating result.

Leasing commitments

Rentals paid under operating leases are charged to the statement of financial activities on a straight line basis over the period of the lease.

WEST LONDON EQUALITY CENTRE**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021****1. ACCOUNTING POLICIES - continued****Pension costs**

The charity contributes towards personal pension schemes of staff. The contributions payable by the charity and staff are deposited in the respective pension funds within 30 days following the deduction. Once the contributions have been paid, the charity as employer, has no further payment obligations. The charity's contributions are charged to the statement of financial activities in the period to which they relate.

Contributions outstanding at the year end is £11,332 (2020: £2,458).

Financial instruments

Financial assets (including cash and debtors) and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument. Additionally, all financial assets and liabilities are classified according to the substance of the contractual arrangements entered into.

Financial assets and liabilities are initially measured at transaction price (including transaction costs) and are subsequently remeasured where applicable at amortised cost.

Financial assets include cash, trade debtors and other debtors..

Financial liabilities include trade creditors, other creditors and accruals.

2. DONATIONS AND LEGACIES

	31.3.21	31.3.20
	£	£
Donations	53,317	360
Grants	242,372	310,756
	295,689	311,116

Grants received, included in the above, are as follows:

	31.3.21	31.3.20
	£	£
Small funders - core support	-	812
Ealing Community Advice Programme	-	46,232
London Borough of Ealing - Other	2,500	-
Big Lottery Fund - Hate Crime Project	135,061	157,262
Big Lottery Fund - Help Through Crisis via Ealing Community and Voluntary Service	-	31,527
Heriot-Watt University	-	100
The Ealing Community Trust - core support	-	662
The Henry Smith Charity - provides funding towards core cost	20,000	25,000
Project funded by the European Commission	-	37,515
EU Settlement Scheme project in consortium with Ealing Law Centre	29,840	11,646
Help Through Crisis in consortium with EHCVS and Ealing Law Centre	44,346	-
Private Tenants Advice Service funded by Trust for London	10,625	-
	242,372	310,756

WEST LONDON EQUALITY CENTRE**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021****3. INVESTMENT INCOME**

	31.3.21	31.3.20
	£	£
Deposit account interest	239	542
	<u><u>239</u></u>	<u><u>542</u></u>

4. SUPPORT COSTS

	Overhead costs £	Governance costs £	Totals £
Equality and human rights for all	223,408	5,700	229,108
	<u><u>223,408</u></u>	<u><u>5,700</u></u>	<u><u>229,108</u></u>

	Basis of allocation	Unrestricted funds £	Restricted funds £	31.3.21 £	31.3.20 £
Operating leases - premises	invoice	1,200	4,800	6,000	6,000
Insurances	invoice	571	1,071	1,642	1,465
Telephone	invoice	194	1,325	1,519	1,830
Postage and stationery	invoice	73	180	253	3,934
Computer costs	invoice	-	-	-	279
Sundry expenses	invoice	47	100	147	385
Document storage	invoice	120	480	600	705
Printing costs	invoice	15	28	43	855
Professional fees	invoice	878	1,756	2,634	4,268
Bank charges	invoice	161	-	161	156
Training bursaries	invoice	300	-	300	-
Wages	time	-	186,481	186,481	185,172
Social security	time	-	15,503	15,503	15,662
Pensions	time	-	8,125	8,125	2,779
		<u><u>3,559</u></u>	<u><u>219,849</u></u>	<u><u>223,408</u></u>	<u><u>223,490</u></u>

The charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Having identified its governance costs, the remaining support costs together with the governance costs are apportioned to the charitable activities undertaken in the period.

5. NET INCOME/(EXPENDITURE)

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

	31.3.21	31.3.20
	£	£
Depreciation - owned assets	426	426
Other operating leases	6,000	6,000
	<u><u>6,000</u></u>	<u><u>6,000</u></u>

WEST LONDON EQUALITY CENTRE**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021****6. AUDITORS' REMUNERATION**

	31.3.21	31.3.20
	£	£
Fees payable to the charity's auditors for the audit of the charity's financial statements	<u>3,000</u>	<u>3,000</u>

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

No trustee received payment for professional or other services supplied to the charity.

The trustees were able to use services used generally by beneficiaries and members of the charity.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2021 nor for the year ended 31 March 2020.

During the reporting year, insurance was purchased to indemnify the charitable company from loss arising from neglect or defaults of its trustees, employees or agents. The cost of the indemnity insurance cannot be accurately calculated as it forms part of a multiple insurance policy.

8. STAFF COSTS

	31.3.21	31.3.20
	£	£
Wages and salaries	188,881	187,472
Social security costs	15,803	15,920
Other pension costs	<u>8,125</u>	<u>2,779</u>
	<u>212,809</u>	<u>206,171</u>

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

	31.3.21	31.3.20
	8	7
Charitable, support and governance	<u>8</u>	<u>7</u>

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

The key management personnel of the charity, comprise the board of trustees (who are unpaid), the Chief Officer and Caseworker.

The total employee benefits, excluding pension contributions, of the key management personnel of the charity were £46,584 (2020: £52,357).

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	26,171	284,945	311,116
Investment income	<u>542</u>	<u>-</u>	<u>542</u>
Total	26,713	284,945	311,658
EXPENDITURE ON			
Direct charitable activities			
Equality and human rights for all	8,580	235,418	243,998

WEST LONDON EQUALITY CENTRE**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021****9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued**

	Unrestricted fund £	Restricted fund £	Total funds £
NET INCOME	18,133	49,527	67,660
RECONCILIATION OF FUNDS			
Total funds brought forward	46,270	1	46,271
TOTAL FUNDS CARRIED FORWARD	64,403	49,528	113,931

10. TANGIBLE FIXED ASSETSComputer
and
office
equipment
£**COST**

At 1 April 2020 and 31 March 2021

18,088**DEPRECIATION**

At 1 April 2020

17,221

Charge for year

426

At 31 March 2021

17,647**NET BOOK VALUE**

At 31 March 2021

441

At 31 March 2020

867**11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

31.3.21 £	31.3.20 £
Other debtors	-
Accrued income	14,649
15,945	15,007

WEST LONDON EQUALITY CENTRE**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021****12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.3.21 £	31.3.20 £
Social security and other taxes	-	1,800
Other creditors	11,522	5,659
Accruals	39,738	3,000
	<u>51,260</u>	<u>10,459</u>

13. MOVEMENT IN FUNDS

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	64,403	67,298	131,701
Restricted funds			
Restricted funds	49,528	(19,247)	30,281
TOTAL FUNDS	<u>113,931</u>	<u>48,051</u>	<u>161,982</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	73,557	(6,259)	67,298
Restricted funds			
Restricted funds	222,371	(241,618)	(19,247)
TOTAL FUNDS	<u>295,928</u>	<u>(247,877)</u>	<u>48,051</u>

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	At 31.3.20 £
Unrestricted funds			
General fund	46,270	18,133	64,403
Restricted funds			
Restricted funds	1	49,527	49,528
TOTAL FUNDS	<u>46,271</u>	<u>67,660</u>	<u>113,931</u>

WEST LONDON EQUALITY CENTRE**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021****13. MOVEMENT IN FUNDS - continued**

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	26,713	(8,580)	18,133
Restricted funds			
Restricted funds	284,945	(235,418)	49,527
TOTAL FUNDS	<u>311,658</u>	<u>(243,998)</u>	<u>67,660</u>

Purpose of unrestricted funds:

To ensure our work is protected from the risk of disruption at short notice due to a lack of funds, whilst at the same time ensuring we do not retain income for longer than required. Included in unrestricted fund is Hendry Smith charity of £25,000 per year.

Purpose of restricted funds:

These funds relate to unspent money from grants and other incoming sources where the funder has specified what the money must be spent on and the trustees do not have the power to use the funds for other purposes.

Summary of restricted funds:

Big Lottery Fund - Help Through Crisis - the Ealing Crisis Navigator Project aims to support those identified as experiencing food crisis and those at risk of losing their homes through eviction from privately rented accommodation or mortgage re-possession, and who have no support mechanism in place or whose attempts to resolve ongoing or repeat issues leading to crisis, have not resolved the issue in the longer term.

Big Lottery Fund - Hate Crime Project - a service to support the victims of Hate Crime in Ealing and surrounding boroughs by advocacy and support, plus promotion of the service and good practice.

Have Your Say European project - core funding to sustain the current advice and advocacy service for the BMER community service.

Trust for London - Private tenancy advice service - a 2 year project to provide advice and casework for private tenants.

EU Settlement Scheme project - a continuing programme funded by the Home office via Ealing Law centre to help vulnerable EU migrants apply to stay here as settled or pre-settled citizens.

14. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2021 (31 March 2020: none).

15. FRC ETHICAL STANDARD - PROVISIONS AVAILABLE FOR SMALL ENTITIES

In common with many other businesses of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

WEST LONDON EQUALITY CENTRE**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021****16. POST BALANCE SHEET EVENTS**

At the date of approval of these financial statements, the world is in the midst of the Covid-19 global pandemic with some countries only now starting to release lockdown measures introduced to contain the spread of the virus. The extent of the global economy is uncertain, but there is an expectation of recessions in economies across the globe. The safety and well-being of the Charity's staff and service users are the overriding priority. We are also doing all we can to ensure operational continuity. However, there is a certain risk that we will see an adverse impact on the charity sector and its operations. This affected income and cash flow significantly, but was mitigated to some extent by additional income generated from Covid -19 support grants from various charities and organisations to help and ensure sufficient operational cash flow remained available. At this point in time, the company trustees' have review future plans, budgets, cash and reserve levels as well as the risks and uncertainties to the end of October 2022, the trustees have concluded that the West London Equality Centre ability to continue, as a going concern is not significantly affected.

17. FINANCIAL INSTRUMENTS

The charity has the following financial instruments:

	Notes	31.03.21 £	31.03.20 £
Financial assets measured at amortised cost			
- Cash and cash equivalents		196,928	107,459
- Other debtors - excluding taxes	10	18,639	2,699
		215,567	110,158
Financial liabilities measured at amortised cost			
- Other creditors - excluding taxes	11	11,520	5,658
- Accruals		34,199	3,000
		45,719	8,658

18. APB ETHICAL STANDARD - PROVISIONS AVAILABLE FOR SMALL COMPANIES

In common with many other organisations of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

19. COMPANY LIMITED BY GUARANTEE

The company does not have share capital and is limited by guarantee. Should the company be wound up, all the charity's assets shall be transferred either to another body with objects similar to its own or to another body the objects of which are the promotion of charity and anything incidental or conducive thereto. Members guarantee to contribute to the assets of the charity in the event of winding up. The liability of the members is limited to £1.

WEST LONDON EQUALITY CENTRE**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2021**

	31.3.21 £	31.3.20 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	53,317	360
Grants	242,372	310,756
	<u>295,689</u>	<u>311,116</u>
Investment income		
Deposit account interest	239	542
Total incoming resources	<u>295,928</u>	<u>311,658</u>
EXPENDITURE		
Direct charitable activities		
Staff training	588	461
Project costs	11,846	12,129
Volunteer expenses	1,336	1,934
Travel expenses	4,573	-
Depreciation computer and office equipment	426	426
	<u>18,769</u>	<u>14,950</u>
Support costs		
Overhead costs		
Wages	186,481	185,172
Social security	15,503	15,662
Pensions	8,125	2,779
Operating leases - premises	6,000	6,000
Insurance	1,642	1,465
Telephone	1,519	1,830
Postage and stationery	253	3,934
Computer costs	-	278
Sundry expenses	147	385
Document storage	600	705
Printing costs	43	855
Professional fees	2,634	4,269
Training bursaries	300	-
Bank charges	161	156
	<u>223,408</u>	<u>223,490</u>
Governance costs		
Wages	2,400	2,300
Social security	300	258
Auditors' remuneration	3,000	3,000
	<u>5,700</u>	<u>5,558</u>
Total resources expended	<u>247,877</u>	<u>243,998</u>
Net income	<u><u>48,051</u></u>	<u><u>67,660</u></u>

This page does not form part of the statutory financial statements