

SPORTING EQUALS

England & Wales · Charity number 1119365

Details

Status Registered

Legal form Charitable company

Company number [05853520](#)

Registered 2007-05-23

Register [View on the Charity Commission register](#)

Contact

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Puma Way
Coventry
West Midlands
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Website www.sportingequals.org.uk

Activities

Objects: TO PROMOTE EQUALITY AND DIVERSITY IN SPORT FOR THE PUBLIC BENEFIT IN THE UNITED KINGDOM BY A) WORKING TOWARDS THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF RACE; B) PROMOTING THE PARTICIPATION AND INTEGRATION OF MEMBERS OF ETHNIC MINORITY MIGRANT AND REFUGEE COMMUNITIES IN SPORT; C) ADVANCING EDUCATION AND RAISING AWARENESS IN EQUALITY AND DIVERSITY; D) CONDUCTING OR COMMISSIONING RESEARCH ON EQUALITY AND DIVERSITY ISSUES AND PUBLISHING THE RESULTS TO THE PUBLIC; AND E) PROMOTING ETHICAL STANDARDS OF CONDUCT AND COMPLIANCE WITH THE LAW IN RELATION TO RACE RELATIONS AND RACIAL EQUALITY.

Activities: Sporting Equals is a national charity who promotes equality, diversity and inclusion in sport and physical activity. Our mission is to create healthier, stronger and fairer communities through sport and physical activity. We increase participation of under-represented race and faith communities in all levels of sport, and use sport to build more integrated communities.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Amateur Sport, Human Rights/religious Or Racial Harmony/equality Or Diversity, Recreation
- **Who:** Children/young People, Elderly/old People, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- **Area of benefit:** NATIONAL AND OVERSEAS
- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,415,703	£1,368,704	£725,583	13
2024-03-31	£1,027,235	£1,245,143	£678,585	17
2023-03-31	£1,280,908	£1,053,040	£896,493	15
2022-03-31	£983,513	£722,970	£429,668	11
2021-03-31	£701,439	£626,688	£408,062	10

Trustees

Name	Role	Appointed
Dr Howard Phillip Haughton	Chair	2024-05-23
Christian Scotland Williamson		2025-05-21
Lindon Wilson Neil		2024-05-23
MONICA SHAFaq		2026-05-15
Naseem Akhtar		2025-06-19
Naz Deen		2021-01-20
Nikita Smith		2024-05-23
Oriana Isabel Chirinos		2026-02-03
Richard Patel-Grainger		2025-07-15
Simon Philip Kirkland		2026-02-03
Stephen Douglas Shaw		2024-06-12

SPORTING EQUALS

England & Wales - Charity number 1119365

Accounts

Company No: 05853520

Charity No: 1119365

SPORTING EQUALS

(A company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS

31 MARCH 2025

SPORTING EQUALS

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SPORTING EQUALS

LEGAL AND ADMINISTRATIVE INFORMATION

Registered Charity Name	Sporting Equals
Company number	05853520
Charity number	1119365
Trustees and Directors:	Dr Howard Haughton, Chair Beverley Mason, Director (Resigned January 2025) Sherilee Charles (Resigned November 2024) Naz Deen Lorraine Deschamps MBE (Resigned February 2025) Craig Edmondson (Resigned February 2025) Lindon Neil Steve Shaw Nikita Smith Yun Hui Teoh (Resigned November 2024) Barbara Thompson (Resigned September 2024) Densign White MBE, former Chair (Resigned April 2024)
Chief Executive	Nik Trivedi (Acting CEO from 24 th November 2024)
Registered Office	Office ICG. 18 Coventry University Technology Park Puma Way Coventry CV1 2TT
Bankers	HSBC 46 Old Church Road Chingford London E4 8DB
Auditor	Jerroms (part of the Sumer Group) Lumaneri House, Blythe Gate, Blythe Valley Park, Solihull, B90 8AH

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT

Year ended 31 March 2025

The Directors and Trustees have pleasure in presenting their report and financial statements for the year ended 31 March 2025.

About Sporting Equals

Sporting Equals is a national Charity championing race equality and promoting ethnic diversity in sport and physical activity across the UK. We are experts in engaging ethnically diverse communities in this sector and advising sports organisations on race equality and community engagement.

1. Vision and Mission

Vision

A sporting landscape in which ethnically diverse communities are fully represented, actively included, and able to flourish at every level—from grassroots participation to leadership and governance—supported by evidence-led practice, strong community partnerships, and inclusive systems that enable everyone to thrive.

Mission

Sporting Equals exists to advance racial equality and meaningful inclusion in UK sport and physical activity by delivering evidence-driven programmes, influencing policy and governance, strengthening community participation, and empowering ethnically diverse leaders, athletes, and organisations to thrive.

Values

- Creativity – Finding creative ways to challenge and drive the sport and physical activity sector, and ourselves, to be better.
- Energy – To be relentless, to be unwavering in our enthusiasm to drive that change.
- Honesty – To speak candidly and transparently so that we can be the best we can be.
- Inclusion – Ensuring that all are proactively welcome and have a sense of belonging.
- Leadership – Being accountable and autonomous in our everyday actions.

Public Benefit

The Trustees confirm they have complied with the Charities Act 2011 (and its updates) duty to consider the Charity Commission's guidance on public benefit.

2. Achievements and Performance

Governance Progress

The Board addressed historic weaknesses in financial oversight and accountability through strengthened policies and a renewed leadership structure.

Key Programmes Delivered (2024–25):

- **Sport England System Partner Work:** Delivered race equity charter, capacity-building workshops, and community-led projects and leadership programmes, reaching over 3,000 participants.
- **Race Representation Index:** Developed and delivered a diversity index framework to establish profile of publicly funded governing bodies of sport when it comes to race and ethnicity.
- **LeaderBoard Academy:** Trained and supported 15 individuals from ethnically diverse backgrounds to become “Board-ready” to help diversify Boardrooms in sports organisations. The total number of graduates that form the LeaderBoard Alumni is now 107.
- **Community Activation:** Partnered with 40+ community organisations, to support them to deliver inclusive sport access sessions to over 1,500 participants.
- **Influencing and Advocacy:**
Published sector guidance, attended 10 national convenings, and directly advised government consultations on EDI and sport policy.

Future Female Leaders (Peter Harrison funded project)

The Future Female Leaders (FFL) project was developed to address the structural and cultural barriers that prevent women—particularly those from ethnically diverse and underrepresented communities—from accessing coaching qualifications and leadership roles in sport. The programme initially launched in London, where 35 women across 15 boroughs were supported through coaching qualifications, mentoring, and leadership development. Building on its success, a second phase was delivered in Birmingham where participants received formal coaching qualifications through a women-only, multisport course, alongside bespoke training delivered by influential women in the sector.

Key outcomes of the project included increased confidence, self-esteem, and a stronger sense of identity as coaches and leaders. Post-programme evaluation showed that 100% of participants felt more confident and 70% of participants have broadened their cultural understanding and deepen their awareness of women’s lived experiences. The sense of community built through the programme proved as transformative as the qualification itself, with many women expressing a clear commitment to supporting others and expanding inclusive access to sport within their communities.

Girls Powered (Sweaty Betty Foundation funded project)

The Girls Powered Programme, delivered by Sporting Equals in partnership with The Sweaty Betty Foundation, aimed to increase physical activity among young girls from ethnically diverse backgrounds in Greater Manchester. Running from 2021 to March 2025, the programme was co-designed approach—working closely with community organisations and young girls to develop culturally relevant activities shaped by their interests and lived experiences. Across four delivery phases, 12 community organisations were engaged, approximately 800–1,000 girls took part in physical activity sessions, and 80 girls achieved coaching qualifications. Many of these young leaders went on to deliver peer-to-peer coaching which stood out as a transformative element, with participants expressing pride in being coached by those they identified with.

Girls Powered increased community and volunteer engagement, built stronger local infrastructure, and left a lasting impact on both organisations and the girls they serve. The programme highlighted the power of co-design, cultural relevance, and investment in local leadership—underscoring the need for continued support for initiatives that place community voice and inclusive participation at their core.

Communities Facing Racial Injustice (CFRI) (Comic Relief funded project)

The Communities Facing Racial Injustice (CFRI) programme, funded by Comic Relief, was established to support Sporting Equals' Associate Members through targeted funding and capacity-building, with a particular focus on increasing participation of women and girls in sport and developing ethnically diverse coaches. The programme is designed to amplify the voices of ethnically diverse communities, strengthen organisational capacity, and build sustainable, impactful projects rooted in local need

Key milestones included developing a robust recruitment and selection process, establishing a grant dissemination mechanism, producing governance guidance materials, and disbursing funds for project delivery beginning in April 2024.

Six Associate Members are receiving funding: The governance and grant dissemination process included conflict of interest assessments and verification through regulatory bodies; and tailored follow-up support to strengthen governance, develop safeguarding and risk management plans, and ensure compliance. This layered, values-led approach is laying the groundwork for more resilient, community-anchored organisations capable of driving long-term change in the sport and physical activity landscape.

MenoFit (People's Postcode Lottery funded project)

The first year of funding for the MenoFit project—a 360° education, support, and community programme—has focused on developing inclusive, culturally sensitive workshops and resources for ethnically diverse people experiencing perimenopause and menopause, recruiting key partners to aid delivery of the project. Key milestones include designing educational workshops, co-creating content with beneficiaries, and building the Champions training programme. Alongside this, ethnically diverse Ambassadors have begun Onboarding to support outreach and representation.

Planning and preparation for a national social media campaign—including a myth-busting strand—has been undertaken. MenoFit continues to advance its core aims: educating participants on menopause, promoting tailored physical activity, fostering online peer support, upskilling Champions through an accredited train-the-trainer programme, and informing the sector on inclusive, affirming practice. Through a combination of expert-led, culturally tailored education, community building, and movement-based wellbeing support, the project is reshaping how menopause is understood and experienced by diverse communities across the UK.

Peloton

Sporting Equals has continued to partner with Peloton as one of its UK Pledge Partners. Born out of a shared commitment to equity, access, and inclusion in physical activity, this partnership has evolved into a dynamic, multi-layered collaboration that continues to strengthen and advance our mission. The partnership now involves a vibrant calendar of collaborative activity with Peloton London Studio and Office teams. Together, we are creating opportunities that support belonging, break down barriers to participation, and raise awareness of equality, equity diversity and inclusion across the sport and physical activity sector.

Studio Engagement

Peloton has hosted a series of high impact studio classes and campaigns, including:

- Black History Month – In person class
- International Women's Day – In person class, featuring panel discussion
- Pan South Asian Celebration – In person class

- Desi Hits Ride celebrating South Asian Heritage Month – In person class and Lunar New Year 5K Run
- Peloton Studio Run Club

Beyond financial support, Peloton has provided an in-kind donation of apparel. This has been utilised to support community organisations, coaches, volunteers, and community participants to increase physical activity levels.

Sport Scotland

LeaderBoard (Scotland) - The LeaderBoard Scotland Cohort 1 successfully completed their program in January 2025, with all 15 candidates completing the course. This milestone marks a significant achievement in fostering leadership development and promoting inclusion and diversity within the Scottish sport and physical activity landscape. The cohort's accomplishments highlight their commitment to growth and their readiness to contribute meaningfully to societal progress, and a few graduates have now been appointed onto sports Boards.

Policy Reviews - Sporting Equals conducted an equality, diversity and inclusion review of a sample of Scottish Governing Bodies of Sport policies and procedures and detailed the findings of this to the Governing Bodies of Sport with recommendations.

Sporting Equals Awards

The 8th edition of the Sporting Equals Awards was delivered with continued support from the UK sporting sector and valued partners. The Awards recognise and celebrate the outstanding contributions of ethnically diverse individuals and communities to sport across the nation.

We had over 175 nominations across the 11 Awards categories. Impact and Outcomes included;

- 99% of guests rated the event Good to Excellent, with 100% stating they would recommend and attend again.
- 94% of our key messaging was successfully communicated to target audiences.
- 20+ media outputs generated, including significant social media engagement.

LeaderBoard England

The LeaderBoard England cohort featured 14 candidates, who have completed the training. Candidates have also completed their evaluation assignments. The individuals are set to graduate at the upcoming Sporting Equals Awards, where their achievements and dedication will be formally recognised. This cohort's progression highlights their commitment to leadership development within the sports and physical activity sector. Candidates are already in the process of applying and securing Board positions.

3. Structure, Governance and Management

Governing Document

Sporting Equals is a charitable company limited by guarantee, governed by its Memorandum and Articles of Association Incorporated 18/04/2007 as amended by Special Resolution(s) dated 23/10/2014 as amended on 16 Sep 2020.

Governance and Oversight

The Charity is governed by a Board of Trustees. Trustees are appointed based on their skills, experience, and commitment to the charity's objectives. New Trustees receive an induction programme, and all Trustees engage in periodic governance training.

In 2024–25, the Charity undertook a governance review in response to audit findings that highlighted gaps and weaknesses in financial management and governance. As a result, updated policies were adopted, including:

- Revised Scheme of Delegation and Financial Controls
- Enhanced documentation procedures for expenditure approvals
- Trustee Accountability Agreements and Board Code of Conduct
- Employee Accountability Agreements

Organisational Management

The Charity is managed on a day-to-day basis by a Senior Management Team (SMT), led by the Acting Chief Executive. Operational teams are overseen by Directors and Managers.

Governance - Code for Sports Governance

Sporting Equals is committed to high standards of governance and across 2024/25 we have put in place measures to ensure we meet Tier 3 of the Code for Sports Governance which was updated in December 2021 by Sport England / UK Sport. Maintaining compliance is ongoing as part of our good governance.

Sport England has assessed Sporting Equals as meeting most of the Requirements in the Code (including the Diversity and Inclusion Requirements) along with the Requirements identified in our Continued Compliance Statement, as set out in our Governance Action Plan. We are working towards full compliance of the Code in 2025.

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued) Year ended 31 March 2025

Financial Review 2024/25

Summary

During the year 2024/2025, Sporting Equals received income of £1,415,703 an increase of £388,468 (38%) from 2023/24. Sport England is the largest source of funding. Sporting Equals has continued to work towards reducing reliance on this funding by continuing to increase funds from other areas, including growing the amount of unrestricted funding received. Sporting Equals continues to diversify its income sources and going forward the management team intend to keep this momentum in order to diversify further.

Resources expended during the year 2024/25 amounted to £1,368,704 an increase of £121,660 on the previous year. As with previous years, 100% of expenditure was spent on charitable activities.

Fundraising

There is no significant fundraising from the public. Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the Charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred. We comply with relevant fundraising regulations and guidance and have had no instances of non-compliance over the year. No complaints have been received in 2024/25.

Reserves

The Trustees regularly review the Charity's need for reserves we have a reserves policy in line with the guidance issued by the Charity Commission. The policy is to retain 6-12 months of operating costs.

The general reserve shows a balance of £247,287 at the end of the year.

Investment Policy

The Trustees are empowered by the Memorandum and Articles of Association to invest the Charity's funds as they see fit. The investment policy requires that surplus funds, not required for working capital purposes, should be invested to provide maximum return at minimum risk for the organisation. All funds that are surplus from time to time are invested on a short- or medium-term fixed interest basis. To minimise the risk to funds, investments are deposited with many banking institutions who are regulated by the Financial Services Authority and are members of the Financial Services Compensation Scheme. The Charity's investment policy is reviewed on an annual basis.

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued) Year ended 31 March 2025

Legal structure and governing document

Sporting Equals is registered as a Charity in England and Wales (1119365) and is registered with Companies House as a Private Limited Company by guarantee (05853520). Sporting Equals therefore does not have a share capital, the liability of members is limited, and details of their guarantee are given in the notes to the financial statements. Sporting Equals is governed by the rules and regulations within its Memorandum and Articles of Association. Sporting Equals Memorandum of Association states that the Charity's objects are:

"To promote equality and diversity in sport for the public benefit in the United Kingdom by

- a) working towards the elimination of discrimination on the grounds of race.*
- b) promoting the participation and integration of members of ethnic minority, migrant, and refugees' communities in sport.*
- c) advancing education and raising awareness in equality and diversity.*
- d) conducting or commissioning research of equality and diversity issues and publishing the results to the public; and*
- e) promoting ethical standards of conduct and compliance with the law in relation to race relations and racial equality".*

Sporting Equals' Trustees (Directors) and other volunteers

Sporting Equals is governed by a Board of Trustees (directors). As Sporting Equals is both a registered Charity and private company limited by guarantee, Sporting Equals' trustees are also company directors and therefore beholden to both Charity and company law.

The Board of Trustees meets formally at least four times a year (together with the Chief Executive and other senior managers as required) as well as specific sub committees which are detailed below. The Board of Trustees is responsible for the strategic direction and governance of the charity. The Board of Trustees delegates responsibility for the delivery of the business plan and provision of services to the Chief Executive.

As of 31 March 2025, Sporting Equals' Board of Trustees included seven trustees (with the Articles of association allowing for a maximum of twelve Trustees). Trustees are elected for a three-year term and may not serve more than three consecutive terms of three years (with a break of at least four years required before standing for re-election). Sporting Equals' Board of Trustees has four sub- committees where Trustees with specific skills and experience can focus on priority governance areas in more detail (Finance, Audit & Ris, HR & Remuneration, Marketing & Comms). Due to the small size of the Board, the Board acts as the Nomination Committee.

Sporting Equals' Trustees are volunteers who bring valued experience to Sporting Equals from a range of backgrounds. Sporting Equals' Trustees do not receive remuneration for their time or services as Trustees and only directly incurred expenses are reimbursed (with any expenses reclaimed as set out in note 6 to the financial statements). Sporting Equals has a Trustee Conflict of interest policy and register, where all Trustees declare any conflict of interest.

New Trustees undergo induction training to brief them on their legal obligations under both Charity and company law, the content of the Memorandum and Articles of Association, the Charity's structure and decision-making process, the Charity's recent performance (including the most recent Annual Report and Accounts) and the Charity's strategy (including the Charity's current business plan).

Appropriate indemnity insurance cover is held for the Trustees of the Charity (in line with Sporting Equals' Articles of Association).

Sporting Equals also continues to engage special advisers who, on a voluntary basis, provide additional advice to the Board and officers on matters such as research, business development and income diversification.

Plans for the Future include

Diversify Income: Implementing a Financial Sustainability Strategy to reduce reliance on any one funder to no more than 40% of total income by 2032.

Implementation of Initiatives – to support an increase in unrestricted reserves for 2025/26 as well as helping meet the charitable objectives..

Policy and Cultural Change Impact: Reviewing and Refreshing the Sporting Equals Charter and transform the Race Representation Index to a Race Inclusion Index that is more about meaningful cultural and policy change.

LeaderBoard Expansion: We have a several cohorts of alumni from the LeaderBoard programme, our ambition is to provide more development support and engage with system partners to provide shadowing, mentoring opportunities allowing us to increase boardroom placements by 30% over the next 3 years. Alongside this we will be introducing accreditation to the programme, this will help increase the credibility and recognition for participants and partner organisations, making the programme of greater value to the sector.

Community (for sports eco-system) Platform Launch: Digital convening and learning space to be launched in 2026. This will help Improve engagement and peer learning among Charter members alongside supporting sustained collaboration and inclusion efforts.

Research & Insight: we will explore partnering effectively and use digital technology and AI to support research capability which will help improve the quality of data and insights we are providing to the sector.

Governance Strengthening: we will enhance (or strengthen) the board's skillsets through periodic training/development in line with generally accepted best practices and assurance audits.

Trustees and Administrative Details

Name	Role	Appointed/Resigned
CURRENT TRUSTEES		
Naz Deen	Trustee	Appointed at Board Meeting 20 January 2021
Dr Howard Haughton	Chair	Appointed at Board Meeting 23 May 2024
Lindon Neil	Trustee	Appointed at Board Meeting 23 May 2024
Nikita Smith	Trustee	Appointed at Board Meeting 23 May 2024
Stephen Shaw	Trustee	Appointed at Board Meeting 12 June 2024
Christian Scotland Williamson	Trustee	Appointed at Board Meeting 21 May 2025
Naseem Akhtar	Trustee	Appointed by Written Resolution 19 June 2025
Kazi Shahid	Trustee	Appointed by Written Resolution 24 June 2025 Stepped down 11 September 2025 (see notes below table)
Richard Grainger	Trustee	Appointed by Written Resolution 15 July 2025
TRUSTEES TERMS ENDED/ RESIGNATIONS		
Craig Edmondson	Trustee	Term Ended - 26 February 2025
Lorraine Deschamps	Trustee	Term Ended - 14 February 2025
Beverley Mason	Trustee	Term Ended - 26 January 2025

Name	Role	Appointed/Resigned
Sherilee Charles	Trustee	Resigned - 25 November 2024
Yun Hui Teoh	Trustee	Resigned - 4 November 2024
Barbara Thompson	Trustee	Resigned – 23 September 2024
Densign White	Chair	Term Ended – 23 April 2024

Note, that Kazi Shahid (former Trustee), stepped down as Trustee on 11 September 2025 and through his company Cipher Services, put forward a tender for the Head of Finance consultancy opportunity in light of the charities decision to bring the finance function in house.

A tender process was undertaken by the Charity to ensure transparency and compliance with the Charity Commission expectations in light of Kazi Shahid being a former trustee:

- Following discussions with the Charity Commission, a formal tender was issued.
- Several organisations were contacted, resulting in limited expressions of interest.
- Only one formal response was received—from Cipher Services, (Kazi Shahid's, Consultancy Firm).
- The appointment process was deemed transparent and appropriate, and KS has formally joined the organisation as an Interim Head Finance Consultant to support the finance transition in-house.

Senior Management Team:

- Nik Trivedi, Acting CEO
- Shaheen Bi, Director of Research & Insight
- Majid Jahangir, Interim Senior HR Director (Contracted)

The strategic leadership team reviews the staffing structure annually to ensure salaries are fair and reasonable, taking into account both internal comparability of responsibilities and external market factors. The Chief Executive Officer approves any proposed revisions to salary grades, and the Chief Executive Officer's remuneration is agreed by the Trustees. In advance of each financial year the strategic leadership team recommend to the Trustees the level of inflationary uplift to be applied to salaries, in a way which seeks to balance the need to reward and retain staff and the affordability of any pay awards.

Risk Management

The Board of Trustees identifies and reviews risks at every Board meeting using a formal risk register - to ensure that key risks facing the organisation are identified and appropriate actions are put in place to mitigate those risks. As part of the Charity's risk management process, the Trustees acknowledge their responsibility for the Charity's system of internal control and reviewing its effectiveness.

Statement of Trustees' responsibilities

The Trustees (who are also directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' Annual and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that

they give a true and fair view of the statement 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 these financial statements, the Trustees are required to:

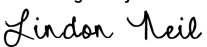
- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charities SORP 2019 (FRS 102).
- make judgements and estimates that are reasonable and prudent.
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and 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 auditor is 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 auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

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 1/30/2026
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Lindon Neil
Trustee Sporting Equals

SPORTING EQUALS

Auditor reports Year ended 31 March 2025

Independent Auditor's Report to the Members of Sporting Equals

Qualified Opinion

We have audited the financial statements of Sporting Equals (the 'charitable company') for the year ended 31st March 2025 which comprise the statement of financial activities, balance sheet, statement of cashflows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, except for possible effects of the matters described in the basis for qualified opinion section of our report, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31st March 2025, 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for qualified opinion

Limitation of scope – stock existence

The charitable company held stock with a carrying value of £112,878 on 31 March 2025, as disclosed on the balance sheet. We were appointed as auditor after the year-end and therefore did not observe the counting of physical stock.

Due to the nature of the stock, which consisted of donated sporting apparel held for onward distribution, we were unable to perform alternative procedures to verify the existence of the stock at the year end. Consequently, we were unable to determine whether any adjustment to the stock balance or associated expenditure disclosures might have been necessary.

Limitation of scope – completeness of related party disclosures

The charitable company has disclosed certain related party transactions in the financial statements. However, complete details of all related party relationships, including those relating to trustees and their close family members, were not made available to us.

As a result, we were unable to perform all audit procedures considered necessary to verify the completeness of related party transactions and the related disclosures required under the Charities SORP (FRS 102). Consequently, we were unable to determine whether any adjustments to the financial statements are required.

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 auditor 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 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.

Key Audit Matter – Going Concern

Description of the Risk

During the year under review, the charity has begun a wider programme of organisational restructuring. This includes the recruitment of a new Chief Executive Officer and the implementation of strengthened financial oversight and reporting procedures. While these actions are indicative of progress, the improvements form part of an ongoing stabilisation plan that will require continued monitoring and donor support to achieve long-term sustainability.

A key factor in assessing going concern is the charity's dependency on grant funding. Management has secured continued support from its principal funders, with signed funding agreements in place to March 2027. These agreements provide committed income streams for the foreseeable future and form a significant part of management's cash flow forecasts.

However, beyond this period, the charity remains reliant on successful delivery of its development strategy and continued engagement with partners to secure future funding.

Given the combination of historic control issues, current organisational restructuring, and reliance on donor funding, we considered the going concern assessment to be a key audit matter.

How the Matter Was Addressed in the Audit

Our audit procedures included, but were not limited to:

- Evaluating management's going concern assessment, covering a period of at least 12 months from the date of signing the financial statements.
- Assessing the reasonableness of key assumptions, including expected income from funders, projected expenditure levels, and cost-saving measures.
- Inspecting funding agreements and correspondence with key donors confirming support to March 2027.
- Reviewing the actions taken by management in response to the prior-year issues, including enhancements to financial controls, oversight arrangements, and governance structures.
- Evaluating the adequacy of disclosures in the financial statements regarding going concern and the principal uncertainties.

Based on the procedures performed, we found that management's use of the going concern basis is appropriate. The committed funding to March 2027 provides sufficient assurance for the 12-month assessment period from the date of signing.

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.

We have not identified any material uncertainties relating to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern.

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

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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. 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 course of 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.

Matters on which we are required to report by exception

Other than the matter referred to in the 'basis for qualified opinion' section of this report, we have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; 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..

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, 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.

Auditor responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 an auditor's report 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.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below:

- Identifying and testing journal entries and the overall accounting records, in particular those that were significant and unusual.
- Reviewing the financial statement disclosures and determining whether accounting policies have been appropriately applied.
- Assessing the extent of compliance, or lack of, with the relevant laws and regulations.
- Testing income for evidence of management bias.
- Confirmed that all bank balances have been reconciled to bank statements as at the year end.

- We considered whether the going concern disclosure in the financial statements gives a full and accurate description of trustees' assessment of going concern.
- We have reviewed employment matters to ensure there is no potential fraud and that the payroll charge in the financial statements agrees to payroll records.
- We have reviewed resources expended to ensure these were in line with the charity's governing document and authorised by a responsible individual.

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 is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Signed by:

Richard Horton

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Mr. Richard Horton FCCA (Senior Statutory Auditor)
For an on behalf of Sumer Auditco Limited, Statutory Auditor
Chartered Certified Accountants
Acre House
11-15 William Road
London
NW1 3ER

Date: 1/30/2026

Sumer Auditco Limited is eligible for appointment as auditor of the charitable company by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

SPORTING EQUALS

STATEMENT OF FINANCIAL ACTIVITIES (Charity No.1119365)
(Incorporating the income and expenditure account)
for the year ended 31 March 2025

		Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
	Notes				
Incoming resources					
Donations	3	4,311	-	4,311	53,328
Charitable activities	3	80,662	1,312,231	1,392,893	961,844
Investment Income	3	18,498	-	18,498	12,063
Total incoming resources	3	103,471	1,312,23	1,415,703	1,027,235
Expenditure on:					
Charitable activities		391,402	977,302	1,368,704	1,245,143
Total resources expended	4	391,402	977,302	1,368,704	1,245,143
Net incoming/ (outgoing) resources before transfers being net income/ (expenditure) for the year		(287,931)	334,929	46,999	(217,908)
Transfers between funds		(85,525)	85,525	-	-
Net movement in funds		(373,456)	420,454	48,898	(217,908)
Reconciliation of funds					
Total funds brought forward		633,742	44,843	678,585	896,493
Total funds carried forward		260,287	465,297	725,583	678,585

The statement of financial activities includes all gains and losses in the year.

All incoming resources and resources expended derive from continuing activities.

The notes on page 21 to 36 form part of these financial statements.

SPORTING EQUALS

BALANCE SHEET
AS AT 31 MARCH 2025

	Note	£	2025	£	2024	£
Fixed assets						
Tangible fixed assets	7		1,223		4,897	
Current assets						
Debtors	8	508,511		148,458		
Cash at bank and in hand		945,569		1,495,824		
Stock		112,878				
			1,566,958		1,644,282	
Creditors: amounts falling due within one year	9	(679,598)		(770,594)		
Net current assets			887,360		873,688	
Creditors: amounts falling due more than one year			(163,000)		(200,000)	
Net assets			725,583		678,585	
Represented by:						
Unrestricted funds	10	247,287		620,742		
Designated funds	10	13,000		13,000		
Restricted funds	10	465,287		44,843		
Total funds			725,583		678,585	

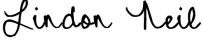
The trustees acknowledge their responsibilities for

(a) Ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing the financial statements, which give a true and fair view of the state of affairs of the charity 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 special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies.

The financial statements were approved the Board of Trustees on 1/30/2026 and were signed on its behalf by:

DocuSigned by:

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Lindon Neil
Trustee Sporting Equals

SPORTING EQUALS

STATEMENT OF CASH FLOWS
AS AT 31 MARCH 2025

		2025	2024
	Note	£	£
Cash flow from Operating activities	12	(567,552)	536,632
Net cash flow from Operating activities		(567,552)	536,632
Cash flow from investing activities			
Office equipment		(1,200)	(1,472)
Interest received:			
- Deposit		18,498	12,063
Net cash flow from Investing activities		17,298	10,591
Net Increase / (decrease) in cash and cash equivalents		(550,254)	547,223
Cash and cash equivalents at 1st April 2024		1,495,824	948,601
Cash and cash equivalents at 31st March 2025		945,570	1,495,824
Cash and cash equivalents consist of:			
- Cash at bank and in hand		945,570	1,495,824

See note 12 for reconciliation of net income / (expenditure) to net cash flow from operating activities and analysis of changes in net debt.

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

1. Summary of significant accounting policies**(a) General information and basis of preparation**

Sporting Equals is a charitable company in the United Kingdom Incorporated and registered in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities to actively promote greater involvement in sport and physical activity for disadvantaged communities particularly the black and minority ethnic population. Sporting Equals is a national partner of Sport England and advisors to the Department of Culture Media and Sport.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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) issued on 16 July 2014. the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2015.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £.

The charitable company has taken advantage of the option provided in SORP (FRS102) to use headings in the Statement of Financial Activity that are applicable to its operations rather than reporting on an activity basis.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have consistently applied to all years presented unless otherwise stated.

The charity adopted SORP (FRS 102) in the current year and no adjustments to previously reported figures were required.

(b) Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which will not be designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which will used in accordance with specific restrictions imposed by donors, or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

(c) Income recognition

All incoming resources are included in the Statement of Financial Activities (SOFA) when the charity is legally entitled to the income after any performance conditions have met, the amount can be measure reliably and it is certain that the income will be received:

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS (continued)
for the year ended 31 March 2025

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained, then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity, and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102).

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

The charity receives government grants in respect of funding from Sport England. Income from government and other grants is recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met, then these amounts are deferred.

Investment income is earned through holding assets for investment purposes such as surplus funds on bank deposit. Interest income is recognised using the effective interest method.

(d) Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

(e) Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, and administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources. Premises and other overheads have been allocated on a percentage use of resources basis.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

The analysis of these costs is included in note 4.

(f) Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

IT equipment 33% straight-line basis

(g) Debtors and creditors receivable/ payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS (continued)
for the year ended 31 March 2025

(h) Leases

Assets acquired under finance leases are capitalised and depreciated over the shorter of the lease term and the expected useful life of the asset. Minimum lease payments are apportioned between the finance charge and the reduction of the outstanding lease liability using the effective interest method. The related obligations, net of future finance charges, are included in creditors.

Rentals payable and receivable under operating leases are charged to the SOFA on a straight-line basis over the period of the lease.

(i) Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

(j) Tax

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

(k) Going concern

The financial statements have been prepared on a going concern basis. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure are sufficient with the level of reserves for the charity to be able to continue as a going concern. Note 18 refers to events which may cast doubt on the charity's going concern status.

(l) Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. No significant judgements have had to be made in preparing these financial statements.

(m) Financial instruments

The company only has basic financial instruments. Financial assets: Financial assets comprise items such as cash at bank and in hand, trade and other debtors. These are initially recorded at cost on the date they originate. The company considers evidence of impairment for all individual elements comprising financial assets and any subsequent impairment is recognized in profit or loss. Financial liabilities: Financial liabilities comprise items such as corporation and other taxes, bank and bank loans, accruals and trade and other creditors. These are initially recorded at cost on the date they originate, net of transaction costs where applicable. The company considers evidence of impairment for all individual elements comprising financial liabilities and any subsequent impairment is recognized in profit or loss.

(n) Deferred income

Deferred income arises when income is invoiced or received in the year, but delivery of the project extends post the year end. Income is therefore recognised in line with the project delivery timelines.

(o) Related Parties

The charity identifies related parties in accordance with the Charities SORP (FRS 102). Related parties include:

Trustees and their close family members.

Key management personnel.

Entities controlled or significantly influenced by trustees or key management personnel.

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SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS (continued)
for the year ended 31 March 2025

2. Comparative information – Statement of Financial Activities 2024

		Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
	Notes				
Incoming resources					
Donations	3	53,328	-	53,328	68,616
Charitable activities	3	134,351	827,493	961,844	1,207,892
Investment Income	3	12,063	-	12,063	4,400
Total incoming resources	3	199,742	827,493	1,027,235	1,280,908
Expenditure on:					
Charitable activities		170,381	1,074,762	1,245,143	1,053,040
Total resources expended	4	170,381	1,074,762	1,245,143	1,053,040
Net incoming/ (outgoing) resources before transfers being net income/ (expenditure) for the year		29,361	(247,269)	(217,908)	227,868
Transfers between funds		-	-	-	-
Net movement in funds		29,361	(247,269)	(217,908)	227,868
Reconciliation of funds					
Total funds brought forward		604,381	292,112	896,493	668,625
Total funds carried forward		633,742	44,843	678,585	896,493

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

3. Analysis of Income 2025

	Unrestricted £	Restricted £	2025 Total £	2024 Total £
Charitable activities				
Active Minds – CR	-	-	-	12,970
Awards - Sp England	-	173,683	173,683	85,748
Comic Relief – Org. Development	-	40,000	40,000	50,000
CR- CFRI	-	(40,000)	(40,000)	-
CR- Emergency Funding	-	15,000	15,000	-
Peter Harrison	-	25,000	25,000	-
Post Code Lottery-PD	-	110,000	110,000	-
Post Code Lottery-OD	-	180,000	180,000	-
Sport Scotland	-	106,086	106,086	145,000
Sport relief	-	17,500	17,500	-
Sweaty Betty	-	72,350	72,350	(3,461)
Sport England grant	-	600,000	600,000	514,335
Peloton	-	12,612	12,612	0
Together Funds	-	-	-	22,901
Other	80,662	-	80,662	134,351
Total from charitable activities	80,662	1,312,231	1,392,893	961,844
 Donations	 4,311	 -	 4,311	 53,328
 Investment income	 18,498	 -	 18,498	 12,063
 Total	 <u>103,471</u>	 <u>1,312,231</u>	 <u>1,415,703</u>	 <u>1,027,235</u>

Of the total income received in 2025 £1,415,703 (2024 - £1,027,235), £103,471 (2024 - £199,742) related to unrestricted income and £1,312,231 (2024 - £827,493) related to restricted income.

PORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

3a. Analysis of Income 2024 - Comparatives

	Unrestricted £	Restricted £	2024 Total £	2023 Total £
Charitable activities				
Sport England grant	-	514,335	514,335	650,000
LMCT	-	-	-	9,000
Sport Scotland	-	145,000	145,000	-
Spirit	-	-	-	35,025
ZWIFT	-	-	-	18,776
Sweaty Betty	-	(3,461)	(3,461)	94,803
Active Minds – CR	-	12,970	12,970	41,708
Awards-Sp England	-	85,748	85,748	70,000
Comic Relief – Org. Development	-	50,000	50,000	135,000
Nike	-	-	-	97,150
Together Funds	-	22,901	22,901	22,925
Other	134,351	-	134,351	33,505
Total from charitable activities	134,351	827,493	961,844	1,207,892
 Donations	 53,328	 -	 53,328	 68,616
 Investment income	 12,063	 -	 12,063	 4,400
 Total	 <u>199,742</u>	 <u>827,493</u>	 <u>1,027,235</u>	 <u>1,280,908</u>

Of the total income received in 2024 £1,027,235 (2023 - £1,280,908), £199,742 (2023 - £125,297) related to unrestricted income and £827,493 (2023-£1,155,611) related to restricted income.

SPORTING EQUALS
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS (Continued)
for the year ended 31 March 2025

4. Total resources expended 2025

		Awards-Sp Equal	CR-CFRI/ Emerge	CR-Org Dev	Peter Harriss	SENG	Sports Scotland	Sweaty Beaty	Post Code PD/OD	Others	Total 2025	Total 2024
Direct allocated costs	Basis	£										
Staff costs	Direct	19,298	20,166	12,000	13,854	329,025	57,935	31,195	31,718	72,457	575,650	695,126
Staff welfare	Direct	-	-	-	300	-	-	2,049	967	1,379	4,695	5,779
Agency staff	Direct	288	-	-	-	-	-	4,552	96	-	4,936	5,429
Disbursements	Direct	-	-	-	-	-	-	-	-	12,612	12,612	0
Travel & subsistence	Direct	6,217	330	282	827	6,980	7,068	2,491	1,624	5,389	31,208	52,986
Staff training & development	Direct	-	-	-	-	-	-	-	-	-	-	-
Refreshments	Direct	146	-	1,012	-	392	75	506	511	200	2,842	5,852
Project expenses	Direct	59,100	61	-	1,056	13,385	7,325	8,094	774	1,794	91,589	130,988
Bank charges	Direct	1	4	-	8	44	10	7	10	356	440	300
Depreciation	Direct	-	-	-	-	-	-	-	-	4,874	4,874	5,799
Consultancy costs	Direct	34,222	163	14,300	5,986	29,417	7,268	11,461	705	55,822	159,344	88,356
Equipment	Direct	-	-	-	-	-	-	-	-	-	-	-
Marketing & Publications	Direct	34,861	5	2,757	1	4,750	2,916	13,058	13	3,043	61,404	54,543
Legal & Professional	Direct	15,734	914	8,110	1,369	31,538	15,718	3,652	19,410	212,099	308,544	111,504
Support costs allocated to activities.												
Operating Lease	% use of resources	-	-	-	-	-	-	-	-	14,307	14,307	13,115
Office expenses	% use of resources	765	228	186	240	6,300	1,176	855	625	5,076	15,451	9,308
IT expenses	% use of resources	346	204	57	252	4,952	739	595	556	2,335	10,036	9,325
Insurance	% use of resources	2,099	444	200	576	10,958	1,846	1,417	1,079	2,236	20,855	19,993
Property costs	% use of resources	606	417	509	531	13,322	7,010	2,074	2,835	8,716	36,020	36,741
Total resources expended		173,683	22,936	39,413	25,000	451,063	109,086	82,006	60,923	390,083	1,368,704	1,245,143
		=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====

Of the total expenditure in 2025 £1,368,704 (2024 - £1,245,143), £391,402 (2024 - £170,381) related to unrestricted funds and £977,302 (2024 - £1,074,763) related to restricted funds.

SPORTING EQUALS
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS (Continued)
for the year ended 31 March 2024

4a. Total resources expended 2024 - Comparatives

		Active Minds-CR	Awards-Sp Equals	CR-Org Dev	Nike	SENG	Sports Scotland	Sweaty Beaty	Together Fund	Others	Total 2024	Total 2023
Direct allocated costs	Basis	£										
Staff costs	Direct	30,210	-	3,616	7,933	411,319	109,402	31,789	17,453	83,404	695,126	633,883
Staff welfare	Direct	-	-	3,240	-	75	36	175	-	2,254	5,780	488
Agency staff	Direct	-	-	-	-	-	-	4,741	-	688	5,429	22,439
Travel & subsistence	Direct	285	6,731	149	2,793	22,725	9,461	1,329	-	9,513	52,986	43,676
Staff training & development	Direct	-	-	-	-	-	-	-	-	-	-	-
Refreshments	Direct	-	191	-	171	2,476	958	-	-	2,056	5,852	5,431
Project expenses	Direct	-	104,551	-	-	25,823	614	-	-	-	130,988	13,582
Bank charges	Direct	-	21	-	-	79	-	-	-	200	300	281
Depreciation	Direct	-	-	-	-	-	-	-	-	5,799	5,799	5,308
Consultancy costs	Direct	-	18,665	26,288	-	24,130	6,567	518	-	12,188	88,356	50,440
Equipment	Direct	-	-	-	-	-	-	-	-	-	-	-
Marketing & Publications	Direct	-	23,488	9,357	545	6,650	413	-	-	14,090	54,543	65,301
Legal & Professional	Direct	1,709	1,550	21,191	1,000	57,276	7,227	3,260	2,726	15,565	111,504	148,349
Support costs allocated to activities.												
Operating Lease	% use of resources	-	-	-	-	-	-	-	-	13,115	13,115	-
Office expenses	% use of resources	200	551	38	21	5,284	914	227	460	1,614	9,308	8,656
IT expenses	% use of resources	556	-	-	-	5,397	164	51	-	3,156	9,324	11,846
Insurance	% use of resources	250	-	5	-	13,436	1,369	400	486	4,046	19,992	14,257
Property costs	% use of resources	837	-	114	-	25,190	4,875	1,256	1,776	2,692	36,740	29,104
Total resources expended		34,046	155,748	63,998	12,463	599,860	142,000	43,746	22,901	170,381	1,245,143	1,053,040

Of the total expenditure in 2024 £1,245,143 (2023 - £1,053,040), £170,381 (2023 - £145,430) related to unrestricted funds and £1,074,763 (2023 - £907,610) related to restricted funds.

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

5. Net incoming resources for the year

	2025	2024
	£	£
Net incoming resources for the year are stated after charging:		
Auditor Fee	21,900	8,280
Depreciation	4,874	5,799

6. Employee information

	2025	2024
	£	£
Staff costs		
Wages and salaries	497,456	595,614
Social security costs	47,309	61,812
Other pension costs	30,885	37,700
	575,650	695,126

	2025	2024
	No.	No.
Average number of employees employed during the year.		
Administration	13	17

The number of employees whose annual emoluments were £60,000 or more were:

	2025	2024
	£	£
£60,000 - £70,000	-	-
£70,000 - £80,000	1	1
£80,000 - £90,000	-	-
£90,000 - £100,000	1	-
£100,000 - £110,000	-	1
Above £110,000	-	-

Trustee's expenses claimed and reimbursed during the year is £822 (2024: £1,044) in accordance with Trustee Expenses Policy. The expenses relate to out-of-pocket travel expenses incurred attending Sporting Equals Events. Pension costs are allocated to funds on the same basis as the associated personnel costs

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

7. Tangible fixed assets

	IT Equipment £	Total £
Cost		
At 1 April 2024	32,998	31,525
Additional during the year	1,200	1,472
At 31 March 2025	34,198	32,997
Depreciation		
At 1 April 2024	28,101	22,302
Charge for the year	4,874	5,799
At 31 March 2025	32,975	28,101
Net book value		
At 31 March 2025	1,223	4,897
At 31 March 2024	4,897	9,223

8. Debtors

	2025 £	2024 £
Other debtors	1,680	7,151
Prepayments	4,563	1,688
Trade debtors	480,620	139,619
VAT	21,648	-
	508,511	148,458

8a. Stock

Inventory/Stock in hand	112,878	-
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During the year, *Sporting Equals* received donations of sporting apparel from Peloton. These goods are held as stock and are intended for onward distribution to the charity's associated members as gifts and promotional materials, in line with the charity's objectives of promoting greater inclusion and participation in sport and physical activity among underrepresented communities.

In accordance with the Charities SORP (FRS 102), donated goods held for distribution to beneficiaries are recognised as stock when received, provided that the goods can be reliably measured and that the charity has control over their distribution.

The stock is valued at the lower of cost (being the fair value attributed to the donated goods at the time of receipt) and net realisable value (NRV). Given the nature of the items and their intended distribution as low-value gifts, the stock is not held for resale and is expected to be fully utilised in furtherance of the charity's activities.

No income is recognised in respect of these goods until they are distributed to beneficiaries, at which point the cost of distribution is recognised as charitable expenditure.

SPORTING EQUALS

9. Creditors: Amounts falling due within one year

	2025	2024
	£	£
Accrual	34,068	17,400
Credit card	210	3,688
Deferred income	351,563	457,500
Other creditors	50,000	11,270
Other creditors-Peloton more than 1 year	112,878	-
Pension payable	3,218	6,381
Social security and other taxation	13,312	6,800
Trade creditors	114,349	267,555
	<u>679,598</u>	<u>770,594</u>

Deferred Income includes income received from Post Code Lottery £300,000, Sport England for Adidas £41,563 Comic Relief Organisational Development £10,000,. Deferred income arises when income is invoiced or received in the year, but delivery of the project extends post the year end. Income is therefore recognised in line with the project delivery timelines.

9a. Creditors: Amounts falling due more than one year

	2025	2024
	£	£
Other creditors	163,000	200,000
	<u>163,000</u>	<u>200,000</u>

Othe Creditors includes amounts received from Comic Relief, for onward Grant Distribution of £163,000.

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

10. Reconciliation of movements in funds 2025

	1 April 2024	Incoming resources	Outgoing resources	Transfers	31 March 2025
	£	£	£	£	£
Unrestricted funds	620,742	103,471	(391,402)	(85,525)	247,287
Designated funds	13,000	-	-	-	13,000
Restricted funds					
Sport England	(85,525)	600,000	(451,062)	85,525	148,938
Sports Scotland	3,000	106,086	(109,086)	-	-
Sweaty Betty	9,656	72,350	(82,006)	-	-
CR- CFRI	-	40,000	(22,131)	-	17,869
CR-Emergency funding	-	15,000	(805)	-	14,195
Peter Harrison	-	25,000	(25,000)	-	-
Awards-SP England	-	173,683	(173,683)	-	-
Comic –Org. Develop	117,712	(40,000)	(39,413)	-	38,299
Post Code Lottery-PD	-	110,000	(13,674)	-	96,326
Post Code Lottery-OD	-	180,000	(47,249)	-	132,751
Sport Relief	-	17,500	(581)	-	16,919
	44,843	1,299,619	(964,690)	85,525	465,297
Total funds	678,585	1,403,090	(1,356,092)	-	725,583

10a. Reconciliation of movements in funds 2024 – Comparatives

	1 April 2023	Incoming resources	Outgoing resources	Transfers	31 March 2024
	£	£	£	£	£
Unrestricted funds	591,381	199,742	(170,381)	-	620,742
Designated funds	13,000	-	-	-	13,000
Restricted funds					
Sport England	-	514,335	(599,860)	-	(85,525)
Sports Scotland	-	145,000	(142,000)	-	3,000
Sweaty Betty	56,862	(3,461)	(43,745)	-	9,656
Together Fund	-	22,901	(22,901)	-	-
Active Minds – CR	21,077	12,970	(34,047)	-	-
Awards-SP England	70,000	85,748	(155,748)	-	-
Comic Relief – Org.					
Develop.	131,710	50,000	(63,998)	-	117,712
Nike	12,463	-	(12,463)	-	-
LMCT	-	-	-	-	-
	292,112	827,493	(1,074,762)	-	44,843
Total funds	896,493	1,027,235	(1,245,143)	-	678,585

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

Designated funds

The designated fund is a fund the Trustees have agreed to ring-fence to cover any future redundancy costs in the event the charitable company was to cease its operations.

11. Analysis of net assets between funds

	General funds £	Designated funds £	Restricted funds £	Total £
Fund balances at 31 March 2025 are represented by:				
Current assets	715,488	13,000	816,822	1,545,310
Current liabilities	(94,002)	-	(725,048)	(819,050)
Tangible fixed assets	1,223	-	-	1,223
Total net assets	622,709	13,000	91,774	725,583
	=====	=====	=====	=====

11a. Analysis of net assets between funds

	General funds £	Designated funds £	Restricted funds £	Total £
Fund balances at 31 March 2024 are represented by:				
Current assets	631,201	13,000	1,000,081	1,644,282
Current liabilities	(73,029)	-	(897,565)	(970,594)
Tangible fixed assets	4,897	-	-	4,897
Total net assets	563,069	13,000	102,516	678,585
	=====	=====	=====	=====

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SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

12. Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2025 £	2024 £
Net income for the year	46,999	(217,909)
Interest income	(18,498)	(12,063)
Depreciation and impairment of tangible fixed assets	4,874	5,799
Decrease / (Increase) in debtors	(338,405)	43,187
Increase / (Decrease) in creditors	(151,545)	717,618
Increase in Stock	(112,878)	-
Net cash flow from operating activities	(569,453)	536,632

12a. Analysis of change in net debt

	1 April 2024 £	Cash flow £	Acquisition and Disposals £	Other non- cash changes £	31 March 2025 £
Cash at bank and in hand	1,495,824	(550,254)	-	-	945,570

13. Controlling party

The charitable company is under the control of the Board of Trustees.

14. Pension contributions

The charity offers all staff the workplace pension scheme.

15. Company status

The company is limited by guarantee and does not have any share capital.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while he is a member or within one year after ceasing to be a member, for payments of the debts and liabilities of the company contracted before he ceased to be a member, and the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves such amount as may be required, not exceeding £1.

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

16. Lease commitments

The total of future minimum lease payments under non-cancellable operating leases for each of the following periods are as follows:

Not later than one year	£26,161
Later than one year and not later than five years	£15,840

17. Going Concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

SPORTING EQUALS

England & Wales - Charity number 1119365

Accounts

SPORTING EQUALS

(A company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS

31 MARCH 2023

Company No: 05853520

Charity No: 1119365

SPORTING EQUALS

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SPORTING EQUALS

LEGAL AND ADMINISTRATIVE INFORMATION

Registered Charity Name	Sporting Equals
Company number	05853520
Charity number	1119365
Trustees and directors:	Densign White MBE Beverley Mason Naz Deen Lorraine Deschamps MBE Craig Edmondson Urvasi Naidoo Yun Hui Teoh Barbara Thompson Vanessa Wallace
Chief Executive	Arundeeep Kang OBE
Registered Office	Office ICG. 18 Coventry University Technology Park Puma Way Coventry CV1 2TT
Bankers	HSBC 46 Old Church Road Chingford London E4 8DB
Statutory Auditor	Edwards Pearson & White (Audit) Limited, Chartered Certified Accountants & statutory auditor, 8 Jury Street, Warwick, CV34 4EW

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT
Year ended 31 March 2023

The directors and trustees have pleasure in presenting their report and financial statements for the year ended 31 March 2023.

About Sporting Equals

Sporting Equals is a national charity championing race equality and promoting ethnic diversity in sport and physical activity across the UK. We are experts in engaging ethnically diverse communities in this sector and advising sports organisations on race equality and community engagement.

Mission

To use sport and physical activity as vehicles to create healthier, fairer and stronger communities.

We inform, influence and inspire in order to create a society in which ethnically diverse communities can participate in, and influence, all levels of sport and physical activity from grassroots to elite.

Objectives

Sporting Equals has three key objectives:

- To raise awareness and understanding of the needs of ethnically diverse communities within the sport and physical activity sector to change attitudes and increase participation.
- To empower individuals and communities to play a part in this change and achieve their full potential through playing sport and being active.
- To advise and support policymakers and delivery bodies to ensure that their policies and practices are fair and offer equality of opportunity.

These objectives will have been completed when ethnically diverse communities:

- can influence and participate in all aspects of sport and physical activity.
- are represented at all levels across sport and physical activity in line with census data.

How this is achieved

- *Supporting* organisations in becoming more inclusive.
- *Promoting* sport, healthier living and the wider benefits of sport and physical activity to ethnically diverse communities.
- Conducting *research* to build insights on a local basis to develop new innovative models of participation.
- *Empowering* ethnically diverse organisations to deliver sport and physical activity locally.
- *Developing* ethnically diverse professionals to take up positions on national governing bodies of sport and other organisations within sport and physical activity sector.
- *Highlighting* the inequality across sport and physical activity and developing projects for change.

Values

- *Energy.* We are passionate and committed. We inject vision and energy into projects, getting fully involved and going the extra mile.
- *Honesty.* We work with integrity. We are trusted by the communities and organisations we work with because we are honest, open, and accountable.
- *Equality.* We believe in equality because fair societies and inclusive organisations are those where all can achieve their full potential.
- *Leadership.* We are pioneers. As the ground breakers of our field, we set the agenda, raising standards and pushing the boundaries in best practice.
- *Creativity.* We are agents of change with creativity and flexibility, we deliver innovative, effective solutions that make a real difference.

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued)
Year ended 31 March 2023

Sporting Equals Five Key Outcomes

1. Increasing participation.

2. Building cohesive communities.

3. Diversifying the sport sector.

4. Improving health and lifestyles.

5. Growing talent at an elite level from diverse communities.

Sporting Equals has a unique reach into 500 ethnically diverse organisations that includes sports clubs, faith centres and community groups. We work closely with suppliers and facilitators of sport to give ethnically diverse people opportunities to be active and compete. We are the go-to organisation for National Governing Bodies (NGBs) and sports organisations from community brokerage to Board vacancy services. We have strong relationships with the media (mainstream, ethnic and faith) and a strong social media presence to achieve significant reach and influence. We have a proven track record and strong empathy with our ambassadors, appointed as role models to inspire and influence from grassroots to elite champions.

We have a successful record of creating pioneering projects including the Sporting Equals Race Equality Charter, the Sporting Equals Awards, (formerly known as the British Ethnic Diversity Sports Awards), Making Equals (a Community Cohesion project), LeaderBoard (the first ever leadership programme for ethnic diversity in sports Boards and the Sport Monitoring Advisory Panel (SMAP) that monitors the work of sports organisations in sport participation of black communities in the UK. The first annual Race Representation Index (RRI) Survey was distributed in October 2021, with the findings publicly shared in March 2022. The RRI compares and grades ethnically diverse representation to national Census figures in the senior roles and elite sporting positions in Sport England funded NGBs. It is now entering its third year. In 2022 the Race Discrimination Support Service launched, providing pro-bono legal support for victims of racial discrimination.

Delivering for the public benefit

Sporting Equals' key public benefit duty is exemplified in the wider ambition of creating a society in which ethnically diverse communities can participate and influence in all levels of sport and physical activity - creating healthier, fairer and stronger communities through sport and physical activity.

Our work fits around the following three policy areas:

- *Fairer communities* - Recognising that many ethnically diverse communities are underrepresented across levels in sport and physical activity especially in talent pathways and decision-making positions, in senior management, professional coaching, workforce, leadership and elite sport.
- *Healthier communities* - Recognising the role that physical activity and sport has within public health – tied into evidence that some ethnically diverse groups such as South Asian and Black communities have increased rates of health conditions, for example, heart disease, hypertension and type 2 diabetes and low levels of physical activity.
- *Stronger communities* - Recognising the wider benefits of sport and using sport to tackle issues of concern around community cohesion and inter/intra-racial/faith conflict. To empower ethnically diverse communities and build stronger communities locally through the power of sport.

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued)

Year ended 31 March 2023

Sporting Equals reviews its mission, objectives and activities each year. We analyse our research and insight data, reviewing the results of our work, and the benefits these have brought to ethnically diverse people in the sport and physical activity sector. We do this through regular consultation with over 500 of our associate members community organisations via surveys and focus groups. Our key cities where we have established strong projects over the year, include Coventry, Wolverhampton, Manchester, Bradford, London, Leicester, Glasgow, Slough and Birmingham. With regards to public benefit, Sporting Equals' Trustees acknowledge their duty in accordance with the UK Charities Act 2011 and follow the Charity Commission's guidance on the operation of this public benefit.

The issue in numbers

Communities from ethnically diverse backgrounds are least active which leads to further health inequalities. They are also underrepresented in many talent pathways and in the workforce. Sporting Equals focuses on fostering systemic change within sports organisations as well as increasing / widening diversity within the sector. Acting not only as a baseline for National Governing Bodies, our Race Representation Index research provides an important insight into the state of the sector. Our pulse surveys keep us close to our communities reporting back on the challenges they face.

Key statistics include:



18.3% of England & Wales
are ethnically diverse.*



Diabetes in Ethnically Diverse Communities

- South Asians 6x more likely to develop diabetes than White people.
- Black people 3x more likely to have diabetes than White people.**



+40% ethnic diversity in 4 major cities:
Birmingham, Leicester, London & Manchester*



Likelihood to be in a low income household

- Asian 37%
- Black heritage 40%
- Pakistani 49%
- Bangladeshi 53%***



Average grade across the sector in the Race Representation Index was Grade D. Board membership was graded C on average, Senior Management Teams E, Senior Coaches E and Players / Athletes D.****

*2021 Census
**Kings Fund 2023
***Office for National Statistics 2023
****Race Representation Index 2022

By conducting research with ethnically diverse communities, we have been able to influence and advocate for change. Through media and social media, we have increased the knowledge of the sport sector and ethnically diverse communities to make a change.

Research Strategy 2020-2023

This Research Strategy provides a framework to guide our insight and research work contributes to the implementation of Sporting Equals 2020-23 Business Strategy. The strategy builds on our knowledge and evidence gaps identified by previous research, strategies of partners, and a review of our core projects and activities. The strategy was updated in July 2022 to reflect the changes resulting from the start of Sport England's Uniting the Movement 10-year vision, the continued development of the annual Race Representation Index, and the learning from projects.

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued)
Year ended 31 March 2023

Key Research and Monitoring, Evaluation and Learning (MEL) of programmes undertaken during 2022/23 includes;
Race Representation Index 2022-2023

The RRI publicly reports grades for ethnic representation for four main criteria based on a comparison with national ethnic representation. It is based on a scorecard template developed to grade hiring practices in professional and college sport based in the USA. This is the first survey of its kind in the UK sport sector to aim to obtain this level of ethnicity data. In 2021 we invited 52 NGBs to take part. In 2022 we invited 64 as we included UK wide NGBs that did not have specific England, Scotland, Wales or Northern Ireland bodies. Despite this increase we saw the engagement rise from 75% to 86%. We believe this is testament to the value the RRI has for the sector and the commitment to transparency and accountability.

The average overall grade for NGBs participating in the RRI was D – the full report is [here](#). We are aware of the limitations of the first iteration of the survey and have taken on feedback from respondents. This will be reflected in our data collection strategy for the following year.

Sweaty Betty Foundation Girls Powered: Greater Manchester

The final report for the Girls Powered (phase 2) project was submitted to the Sweaty Betty Foundation at the end of January 2023. It provides an overview of the project and its indicators of success, the milestones since the project was launched through to project delivery and continuing the next phase (January 2023-December 2024). It also provides an overview of the recruitment process and community organisations, session and attendance figures, and learning points from the baseline survey, the participants, the community organisations, and working with the Sweaty Betty Foundation. The report also included testimonials and reflections from the girls. The project took place in five locations across Manchester. 165 girls from ethnically diverse backgrounds participated. Two workshops based on girls empowerment and leaders' steering group and sustainability were delivered by Sporting Equals staff members. Two of the CICs have been nominated for Sports Awards for Community Projects achievements and one of those is the 'face' of Bolton On the Move and is working in close collaboration with local authorities.


Peloton Back2Active

Back2Active supported by Peloton was focused on supporting London-based associate members returning to participation and delivery post covid lockdown. Working with delivery partners within London who truly represent and reflect the communities they serve, showcasing the variety of sports and physical activity sessions and challenges the stereotype often faced by those from ethnically diverse communities whilst celebrating culture, religion and community.

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued)

Year ended 31 March 2023

A mixture of qualitative and quantitative data collection methods were used, namely session attendance, testimonials and case studies. Data will be analysed and presented to Peloton.



Nike Future Female Leaders

The Nike Future Female Leaders (FFL) programme aimed to increase the participation of ethnically diverse women in sport and physical activity. For the recruitment of candidates, we had a targeted comms campaign and used our social media platforms to advertise the programme as well as sharing information with our associate member network. Candidates were then shortlisted based on the “Future Females Expression of Interest” application details.

A workbook was created, designed and printed to aid the FFL cohort in tracking their progress and provide some space for reflection and capture information as they develop through the training. It will be used to help capture data on the true experiences and stories of the women which can then be shared as a good point of reference for the women. Furthermore, eight touchpoints / modules were delivered both in-person and online to provide training to the participants.

The impact is summarised below and the full report can be accessed [here](#).



Comic Relief – Active Minds, Healthy Bodies

The aim of the project was to create and deliver training workshops for volunteers to enable them to act as mentors and / or advocates for older people using the [Fit as a Fiddle](#) model which highlights the barriers and cultural sensitivities of working with older people from ethnically diverse communities.

The project entailed:

- Working with seven delivery partners to deliver physical activity and mental wellbeing activities for older people with the local community.

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued)
Year ended 31 March 2023

- Using external partners and experts such as MIND to help add a layer of training, expertise, and resource to our project to ensure the greatest possible outcome.
- Consulting with partners on the codesign peer mentoring elements of the training will ensure the training is fit for purpose and at the right level.
- Creating and delivering training workshops for coaches which have a strong emphasis on working with older people with health and other mental health conditions.

A report was given to Comic Relief using their framework.



Marketing and Communications

Our Marketing and Communications work for 2022-23 centred on supporting our advocacy and influencing activity in combatting racism as well as showcasing talent and good practice when it comes to sport and physical activity and ethnically diverse communities. Key elements include the following:

- **Race Representation Index** – Sky Sports, the iPaper and The Voice amongst others covered the Race Representation Index. Ahead of the closing for responses we took a “Name and fame” approach to encourage NGBs to participate. We identified three major NGBs who had already submitted responses. This caused a significant spike in responses and we believe that this was a major contribution to the 86% engagement rate. In an effort to support NGBs we provided assets for A and B grades, both overall and in specific categories.
- **British Asians in Sport and Physical Activity (BASPA)** - We have agreed to disband BASPA which was a time limited group and replace it with British Asians for Sporting Excellence which will have a focus on talent pathway. Recruitment begins in August 2023.
- **Sport Monitoring and Advisory Panel (SMAP)** - Around the RRI and Race Equality Event we saw a switch to monthly meetings. It was agreed that this was too frequent and we have now reverted to bi-monthly. Attendance varies a great deal with as few as three attendees. This matter will be addressed by the Chair and we expect to see an improvement. The SMAP has applied pressure to NGBs who were not engaging with the RRI, we understand that this has increased the likelihood of future engagement in the RRI. The SMAP also supported Sporting Equals in the communication points for the RRI and in speaking at the Race Equality Event, providing insight on the challenges faced by people of Black heritage in sport and physical activity.
- **Racism in Sport** –we have published a range of statements addressing race related matters, and in response to the news cycle. Topics covered include the lack of ethnic diversity in the BBC Sports Personality of the Year finalists, the passing of football legend Pele, ethnic diversity in census data and the FA Diversity Code failings.
- We co-hosted an event at the House of Commons at the close of our **Breaking Boundaries project** to present the impact and celebrate the successes together with our partners Spirit of 2012 and the Youth Sports Trust. This was attended by representatives from each city that took part in the project as well as stakeholders from across the sector. We were supported by Tan Dhesi MP and Kim Leadbeater MP on the day.

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued)
Year ended 31 March 2023

- **Race Equality Event** – On 23 March 2023 we delivered the first in person Race Equality Event post pandemic. This was attended by over 200 people from across the sector at Stamford Bridge. The event was hosted by Seema Jaswal. Speakers included Densign White MBE, Lauren Du Plooy Flowers, Arun Kang OBE, Stewart Kellett, Tim Hollingsworth OBE, Azeem Rafiq, Ama Agbeze MBE, Kerry Williams and Dr Paul Campbell. We had an Net Promoter Score of 30, a significant achievement for our first in person event in years and with a staff body who had never delivered a Race Equality Event before. Anecdotally we were advised by people such as Stewart Kellett (Basketball England) and Tim Hollingsworth OBE (Sport England) that this was the best Sporting Equals event they had attended.
- **British Diversity Awards** Charity of the Year Finalist – we were shortlisted for the British Diversity Awards Charity of the Year, making a short list ahead of an estimated 3,000 nominations. This provided a good opportunity to boost our credibility on social media and can be a hook when pitching to potential new partners.

We have seen significant improvements in our social media and newsletter performance. This is attributed to the following key actions:

- Higher quality images
- More engaging copy
- Better use of hashtags and tagging
- Publishing in greater proximity to events and news, increasing the relevancy
- Posting content less frequently but with greater purpose
- Analysing what works and what could work better each and every time we publish content

This has resulted in (as of March 2023) 60% year on year growth for LinkedIn, 24% growth on Instagram and 8% on Twitter. We hope to start to use YouTube more actively in the near future. Our Newsletter performance sees an average open rate of 46% and an average click through rate of 26%.

Website

The website proposals were presented to the CEO in March 2023 with a forecast sign-off of June 2023, completion September / October 2023. The new website is needed as the old one is built in SQL Server and therefore very inflexible. We are unable to adjust the navigation tree autonomously. We cannot apply alt tags to images and updating things like the footer and headers is out of our control, impacting search engine optimisation. We are unable to embed video on the current website. The job board is not up to the standards expected by modern users. The website is not responsive in design and cannot be optimised for tablet or smartphone. Consequently, images become heavily pixelated. As a consequence of the above points the user experience on the website is very negative. A modern website using a more suitable content management system, with autonomous management by Sporting Equals, will enable the charity to communicate its values, purpose and methods better.

Community Empowerment and Brokerage

Over the last year Sporting Equals has increased our Associate Member network to 544 organisations, a 36% increase. Combined these organisations have over 300,000 service users. Sporting Equals works closely with these Associate Members in gaining funding, providing information and development through workshops and training sessions.

The Associate Member network enables the charity to stay informed on what is occurring at ground level of sport and physical activity delivery. It enables Sporting Equals to understand best practice and develop effective community engagement and participation models. These feed into local and national policy recommendations.

The LeaderBoard programme forms part of this empowerment process – giving ethnically diverse people from these community organisations the skills and experience to influence change at Board room level.

This year Sporting Equals developed a Gold Member offering. This is for our more strategic community partners and has been designed to be a more formal relationship where both sides have an obligation to support each other's strategic needs on a case-by-case basis. We have 14 Gold Members.

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued)
Year ended 31 March 2023

PROJECTS AND EVENTS ACROSS 2022/23 INCLUDED THE FOLLOWING:***Equally Active***

The Equally Active project was completed between July and September 2022. Reports were produced by Quali Projects (Independent Evaluator) describing the purpose, methodology and the impact Sporting Equals has had across the 10 Equally Active sites.

***England Hockey***

A pilot project with England Hockey project started in 2020 to help engage ethnically diverse people with the support of three hockey clubs; Waltham Forest Hockey Club, Plashet Hockey Club and Tower Hamlets Hockey Club. We worked with the three clubs to create delivery plans in 2020, however due to the pandemic, delivery was delayed. The project was wrapped up in February 2023.

***Youth LeaderBoard Phase 1 (funded by Zwift)***

The Zwift Youth LeaderBoard Programme has now been delivered. This programme has supported young people from ethnically diverse communities to develop leadership and employability skills. Recent touchpoints include:

- Partnership day with Maven Search at their offices in London (face to face)- 10th June 2022
- Final face to face action planning and development session (online) - 13th October 2022

A Zwift end of project impact report document and slide deck has been created with some key findings including; 78% of respondents saying they felt more able to influence diversity in their work in sport organisations.

Key illustrations of the success of the programme include participants, Rachel Owen progressing into an Equality, Diversity and Inclusion role with Lancashire County FA and Serena Mahandru having taken up a sports governance role advocating for social change. Uzair Nayab is now more confident in conducting himself during interviews.

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued)
Year ended 31 March 2023

Sporting Equals Charter

The Sporting Equals Charter supports organisations in the sport and physical activity sector to become more inclusive for ethnically diverse communities. It is a framework that will allow these organisations to be more representative and reflective of the UK population.

This year saw 44 organisations become signatories including the LTA, Swim England, Golf Foundation, London Marathon Events, England Lacrosse and the British Equestrian Federation. Each of these organisations is developing specific action plans to enable greater race equality.

During 2023 we will continue to develop this offer to drive improved value and traction.

Spirit of 2012 - Breaking Boundaries Project

Breaking Boundaries was funded by Spirit of 2012 and delivered in partnership with Youth Sport Trust.

It socially connected young people, their families, and communities together through regular cricket or multi/sport engagement. The project was delivered in 5 cities: Bradford, Birmingham, London (Barking & Dagenham), Manchester and Slough. The project was supported by a coordinator in each city who connected with wider community organisations working local to support delivery.

Grant Distribution

Sporting Equals has worked alongside Comic Relief / National Emergencies Trust (NET) and Sport England to deliver key support to community organisations within the sport and physical activity sector to allocate and distribute emergency funding because of the impact of Covid-19.

Comic Relief / NET

We have supported 84 organisations and distributed £432,000 of Comic Relief / NET emergency relief funding. The purpose of this funding was to support and sustain organisations to continue services and enable communities to engage with sport and physical activity opportunities. Our monitoring and evaluation found that approximately 12,000 individuals benefited from this funding.

We completed the monitoring and evaluation with Comic Relief and fed into further evaluation which is now being considered for future projects.

Sport England Tackling Inequalities Fund (Phase 2 and 3)

At the end of Phase 3 of this project we distributed over £410,000 of funding with the Sport England Tackling Inequalities Fund. The purpose of this funding is to support grassroots organisations to provide sport and physical activity opportunities for local communities. We have since been successful with our application to continue into the Together Fund phase of this project including completing all the assurance activity.

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued)
Year ended 31 March 2023

Girls Powered (Sweaty Betty Foundation)

Phase 2 of the Girls Powered project was successfully completed in December 2022 and a final impact evaluation report has been produced.

Following an updated proposal Sporting Equals has received a new partnership contract with the Sweaty Betty Foundation for Phase 3 of the project which commenced in January 2023. Phase 3 will have a stronger focus on capacity building and long-term sustainability.

The aims of Phase 3 Girls Powered will still be targeting the least active girls of ethnically diverse backgrounds to engage in physical activity. Seven groups will be part of the project, three existing from Phase 1 and 4 new groups, where there will be an element of mentoring from the older groups, as well as development opportunities for both girls and CIC leaders. The overarching outcome of the project is to produce a model which can be packaged and replicated by any organisation who would want to work with ethnically diverse females and engage them into physical activity opportunities.

Back2Active (Peloton)

Following the 'Back2Active' project that commenced in September 2022, we then secured a new partnership with Peloton, that included a grant donation of £45,000 plus Peloton assets. This included part funding fit for operational costing and use of peloton assets in the form of access to studios, access to bikes, access to merchandise, live call outs promoting the charity and social media brand association. These assets will be used to help us build on the work from the Back2Active campaign. The use of assets was managed in line with our Associate Member strategy to add value and support our wider work.

Future Female Leaders (Nike)

The Future Female Leaders Programme is funded through NIKE and empowers women aged 18 upwards from ethnically diverse communities in and around London to overcome social, educational, and economic barriers to diversify and create more ethnically diverse coaches and leaders in the sport and physical activity sector whilst also increasing physical activity levels in local communities. It is a London-based programme working directly with 35 women.

The programme kicked-off on the 29th of October. To date, four touchpoints out of eight have been delivered, two online and two face-to face, including one practical workshop. Most of the women have started their coaching qualification and the next step will be for them to deliver a minimum of 10 sessions of group exercise in their respective communities. The next four touch points will be a mix of online and face to face workshops, culminating with a celebratory event by May. Key contributors include Anita Asante, Manisha Tailor, Michelle Moore, and Hope Powell.

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued)
Year ended 31 March 2023

***Comic Relief – Active Minds, Healthy Bodies***

Funding has been secured for the Comic Relief Active Minds, Healthy Bodies project which involves working with seven delivery partners in London to deliver Physical Activity and Mental Wellbeing activities for ethnically diverse older people within the local community. The project was onboarded in September and a project plan put in place. At the end of the reporting period the training has been delivered and the project is in action.

Between November 2022 and January 2023 the following key actions took place:

- Seven Associate Member Organisations onboarded to project (Sikhs in the City, Al Madina Mosque, Sporting Foundation, Vallance CSA, Queens Crescent Community Association, Eritrea Community in UK and Kings Cross Brunswick Neighborhood Association)
- Each organisation recruited between eight to ten volunteers and up to twenty older participants aged (aged 55+)
- Three sets of training have been completed.
 - Mind delivered mental health training on 13th and 14th December 2022
 - Physical Activity Training took place on 18th and 20th January 2023
 - Healthy Eating Training took place 25th and 27th January 2023

Weekly delivery for all organisations started week commencing 13th February 2023. A baseline survey was created and completed by those older people joining the programme. Session forms have been developed to collect appropriate data on a weekly basis.

Celebrating South Asians in Football (funded by Sky)

The Sky partnership focused on underrepresentation in, and promoting of, South Asian women and girls in football. The key element to the project was an exhibition. The exhibition highlighted four athletes: Kira Rai, Simran Jhamat, Mariam Mahmood and Millie Chandarana as well as presenting a timeline of South Asian involvement in football.

The exhibit was then taken on a tour of our Associate Members including Indian Gymkhana, Singh Sabah Slough and Sporting Khalsa as well as having a presence at Stamford Bridge and Wembley Stadium. It was seen by approximately 5,700 people.

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued)
Year ended 31 March 2023

Financial Review 2022/23**Summary**

During the year 2022/2023, Sporting Equals received income of £1,280,908 an increase of £297,375 (30%) from 2021/22. Sport England is the largest source of funding. Sporting Equals has continued to work towards reducing reliance on this funding by continuing to increase funds from other areas, including growing the amount of unrestricted funding received. Sporting Equals continues to diversify its income sources and going forward the management team intend to keep this momentum in order to diversify further.

Resources expended during the year 2022/23 amounted to £1,053,040 an increase of £330,069 on the previous year. As with previous years, 100% of expenditure was spent on charitable activities.

Reserves

The Trustees regularly review the Charity's need for reserves we have a reserves policy in line with the guidance issued by the Charity Commission. The policy is to always hold 6-12 months of operating costs.

The general reserve shows a balance of £604,381 at the end of the year: equivalent to just over eight months of current operating costs.

Investment Policy

The Trustees are empowered by the Memorandum and Articles of Association to invest the Charity's funds as they see fit. The investment policy requires that surplus funds, not required for working capital purposes, should be invested to provide maximum return at minimum risk to the organisation. All funds that are surplus from time to time are invested on a short- or medium-term fixed interest basis. To minimise the risk to funds, investments are deposited with many banking institutions who are regulated by the Financial Services Authority and are members of the Financial Services Compensation Scheme. The Charity's investment policy is reviewed on an annual basis.

Governance**Code for Sports Governance**

Sporting Equals is committed to high standards of governance and across 2022/2023 constantly reviewed our governance to ensure that we continued to meet Tier 3 of the Code for Sports Governance (which we were proud to have achieved formal compliance against in August 2018). Maintaining compliance is ongoing as part of our good governance.

In December 2021 the new Code for Sports Governance was published by Sport England / UK Sport and Sporting Equals is working on aligning to the revised code by March 2024

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued)
Year ended 31 March 2023

Legal structure and governing document

Sporting Equals is registered as a charity in England and Wales (1119365) and is registered with Companies House as a Private Limited Company by guarantee (05853520). Sporting Equals therefore does not have a share capital, the liability of members is limited, and details of their guarantee are given in the notes to the financial statements. Sporting Equals is governed by the rules and regulations within its Memorandum and Articles of Association. Sporting Equals Memorandum of Association states that the charity's objects are:

"To promote equality and diversity in sport for the public benefit in the United Kingdom by

- a) working towards the elimination of discrimination on the grounds of race.*
- b) promoting the participation and integration of members of ethnic minority, migrant, and refugees' communities in sport.*
- c) advancing education and raising awareness in equality and diversity.*
- d) conducting or commissioning research of equality and diversity issues and publishing the results to the public; and*
- e) promoting ethical standards of conduct and compliance with the law in relation to race relations and racial equality".*

Sporting Equals' Trustees (Directors) and other volunteers

Sporting Equals is governed by a Board of Trustees (Directors). As Sporting Equals is both a registered charity and private company limited by guarantee, Sporting Equals' Trustees are also company Directors and therefore beholden to both charity and company law.

The Board of Trustees meets formally at least four times a year (together with the Chief Executive and other senior managers as required) as well as specific sub committees which are detailed below. The Board of Trustees is responsible for the strategic direction and governance of the Charity. The Board of Trustees delegates responsibility for the delivery of the business plan and provision of services to the Chief Executive.

Sporting Equals' Board of Trustees currently includes nine Trustees (with the Articles of Association allows a maximum of twelve Trustees). Trustees are elected for a three-year term and may not serve more than three consecutive terms of three years (with a break of at least four years required before standing for re-election). Sporting Equals' Board of Trustees has four sub- committees where trustees with specific skills and experience can focus on priority governance areas in more detail (Finance, Audit, HR & Remunerations). Due to the small size of the Board, the Board currently acts as the Nomination Committee.

Sporting Equals' Trustees are volunteers who bring valued experience to Sporting Equals from a range of backgrounds. Sporting Equals' Trustees do not receive remuneration for their time or services as Trustees and only directly incurred expenses are reimbursed (with any expenses reclaimed as set out in note 6 to the financial statements). Sporting Equals has a Trustee Conflict of Interest policy and register, where all Trustees declare any conflict of interest. New Trustees undergo induction training to brief them on their legal obligations under both charity and company law, the content of the Memorandum and Articles of Association, the charity's structure and decision-making process, the charity's recent performance (including the most recent Annual Report and Accounts) and the charity's strategy (including the charity's current business plan).

Appropriate indemnity insurance cover is held for the Trustees of the Charity (in line with Sporting Equals' Articles of Association). Sporting Equals also continues to engage special advisers who, on a voluntary basis, provide additional advice to the board and officers on matters such as research, business development and income diversification.

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued)
Year ended 31 March 2022

Sporting Equals' Trustees (and appointment dates)

Densign White MBE - Chair (23 April 2012)

Beverley Mason – Vice Chair, Senior Independent Director (27 January 2015)

Naz Deen (20 January 2021)

Lorraine Deschamps MBE (15 February 2016)

Craig Edmondson (27 February 2019)

Urvashi Naidoo (10 January 2019)

Yun Hui Teoh (20 January 2021)

Barbara Thompson (20 January 2021)

Vanessa Wallace (20 January 2021)

Sporting Equals Staff**Key management personnel**

Following are the key management of the charity during the year end of March 2023:

- Chief Executive, Arun Kang OBE
- Director of Development, Nik Trivedi
- Director of Research, Shaheen Bi

Risk Management

The Board of Trustees identifies and reviews risks at every Board meeting using a formal risk register - to ensure that key risks facing the organisation are identified and appropriate actions are put in place to mitigate those risks. As part of the Charity's risk management process, the Trustees acknowledge their responsibility for the Charity's system of internal control and reviewing its effectiveness.

Risk is also a regular item on the Senior Management Team meeting agendas, with risks identified and escalated up to the Board of Trustees as appropriate.

We have detailed below the key areas of risk that have been identified and our approach to mitigation.

Funding & Fundraising - risk that Sporting Equals does not generate enough income to cover its commitments

We have continued to actively seek out new funding sources whilst maintaining our existing contractual obligations making strides in broadening our income generation portfolio. This includes exploring various avenues to bring in revenue and collaborating closely with our current partners to ensure a diverse and robust financial foundation. It's crucial that we strike a balance between these efforts and remain mindful of potential risks.

In April 2020, in response to the global pandemic, our Board of Trustees took a proactive step to fortify our financial security. They made the strategic decision to increase our maximum allowable reserves, expanding the coverage from 3 – 6 months of operating costs to a range of 6 – 12 months. This forward-thinking move has been instrumental in providing us with a substantial cushion against unforeseen circumstances, enabling us to navigate uncertainties with confidence and stability. We have remained steadfast in upholding this strategic approach.

Staffing – risk that Sporting Equals has inadequate staffing resources to deliver its contractual commitments

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued)
Year ended 31 March 2023

Sporting Equals has focused on retention and staff development, with staff having regular 1:1s, performance reviews, in-house training and development in place. Following a role mapping and a skills matrix exercise in 2022 Sporting Equals changed its structure to add in additional staff to areas such as Marketing and Communications, Social Impact / Project Delivery and Research and Insight. 2022/23 was a considerable growth period for Sporting Equals staffing.

In February 2022, recognising the potential challenge of accommodating a growing staff base, a hybrid model was put into place with an emphasis on supporting the needs of the business and staff wellbeing. Staff benefit from the ability to work from home a majority of the time while still having office space to use when needed and in person relationship building and support from their colleagues and line managers.

Data Protection – risk that Sporting Equals or its partners inadvertently disclose personal data

A Data Protection & Records Management Policy is in place, alongside associated protocols.

Reviews of IT security as well as GDPR protocols are completed annually. Sporting Equals has cloud-based systems, which enables managerial oversight and allowed for minimal disruption with the move to working from home during the pandemic.

IT security and Data Protection to reduce the risk of inadvertent breaches by individuals' forms part of the induction for new staff.

As part of our governance and operations continual review we also regularly receive and review updates from the Information Commissioner's Office to identify any areas of good practice / breaches from other organisations that we can learn from.

Governance – risk that the governance arrangements of Sporting Equals do not meet best practice

Corporate governance structures and systems are in place to meet all legal requirements, together with governance requirements of funders.

Compliance with Tier 3 requirements of the Code of Governance for Sport, which was achieved in 2017, is regularly reviewed. In December 2021 the new Code for Sports Governance was published by Sport England / UK Sport and Sporting Equals is working on aligning to the revised code by March 2024.

Sporting Equals also regularly engages with the Sports Governance Academy as part of continual review, sharing good practice and development.

Safeguarding – risk that a major incident takes place at a Sporting Equals event or funded activity

Safeguarding remains a constant area of focus, both in terms of Sporting Equals internal delivery and the provision of any delivery partners.

Sporting Equals has a risk-based approach to checking and challenging our safeguarding policy and practice to ensure the well-being of all. All staff take part in an annual review of the safeguarding policy and are involved in regularly reviewing any potential risks to well-being with regards to any of the work of Sporting Equals and putting mitigation in place.

In 2022 Sporting Equals reviewed and updated its safeguarding policies and processes to better reflect its holistic and pro-active culture on safeguarding.

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued)
Year ended 31 March 2023

Plans for future period

In 2023/24 we will continue to work on two key fronts using a top down and bottom-up approach. We will continue our work on influence and advocacy especially across England and Scotland. Working with the national governing bodies of sport and other sports organisations. Key work here will include the Race Representation Index, the LeaderBoard programme and our research and insight work with community partners. We will also reintroduce our Awards formally known as the British Ethnic Diversity Sports Awards (BEDSAs). We will rename them the Sporting Equals Awards to give the event a stronger meaning. To tackle further the underrepresentation in the workforce and talent pathways we will work closer with sports organisations using the Race Representation Index and survey to support gaps

Our bottom-up approach will ensure we continue to work with our corporate partners including Peloton and Sky Sports to empower communities and inspire the next generation. We will also empower communities to help them become healthier through sport or physical activity.

We will conduct a campaign on banter to ensure the sport sector understands the issues and how to support victims.

Key ambitions for 2023 / 2024 include:

This year we will increase our influence and advocacy work with governing bodies of sports. We will also support this work with key research and insight with surveys aimed at sports bodies and community groups. We will also deliver projects on the ground to ensure those in deprived areas have an opportunity to play sport at their chosen level.

The overall ambitions for the year include:

- Relaunch our Sporting Equals Awards
- Increase the numbers of Associate members to over 600.
- Continue the project funded by Sweaty Betty Foundation in Manchester.
- Continue into the third year of the Race Representation Index.
- Work towards identifying more funders to support the delivery of our community projects.
- Monitor the work of sport and physical activity organisations that have completed the Race Representation Survey.
- Increase Sporting Equals financial sustainability through income diversification - to fund key projects that meet the mission and outcomes of the Charity.
- Deliver a race equality conference to present inequalities in participation and health as well as in workforce diversity and talent pathways.
- Deliver the fifth programme of the LeaderBoard Academy to tackle the lack of ethnic diversity in the boardrooms of sports organisations.
- Develop further the Race Discrimination Support Service
- Empower at least 20 Associate Member organisations to have further impact on their communities.
- Develop the Sporting Equals Charter to support governing bodies of sport.
- Create an anti-racist toolkit for the sport sector particularly governing bodies of sport.

Please go to www.sportingequals.org.uk for further details of the work of Sporting Equals.

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued)
Year ended 31 March 2023

Statement of trustees' responsibilities

The trustees (who are also directors for the purposes of company law) are responsible for preparing the Directors' and Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepting Accounting Practice).

Company law requires the directors 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 these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charities SORP.
- make judgements and estimates that are reasonable and prudent.
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The directors are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and 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 the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the directors are aware:

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements may differ from legislation in other jurisdictions.

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 29 January 2024 and signed on behalf of the board of trustees by:

DocuSigned by:

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D White
 Chair

SPORTING EQUALS

Independent Auditor's Report to the Members of Sporting Equals Year ended 31 March 2023

Opinion

We have audited the financial statements of Sporting Equals (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, 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, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2023 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;
- 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 auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity 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 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.

Other Matter

Comparative information in the financial statements is derived from the company's prior period financial statements which were not audited.

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 charity'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 other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

SPORTING EQUALS

Independent Auditor's Report to the Members of Sporting Equals Year ended 31 March 2023

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 trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which 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 prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

SPORTING EQUALS

Independent Auditor's Report to the Members of Sporting Equals Year ended 31 March 2023

Auditor's 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 an auditor's report 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:

Our assessment focused on key laws and regulations the charity has to comply with and areas of the financial statements we assessed as being more susceptible to misstatement. These key laws and regulations included but were not limited to compliance with the Companies Act 2006, United Kingdom Generally Accepted Accounting Practice, Charities SORP and relevant tax legislation.

We are not responsible for preventing irregularities. Our approach to detect irregularity included, but was not limited to, the following:

1. An understanding of the legal and regulatory framework applicable to the charity and how the charity is complying. 2. Obtaining an understanding of the charity's policies and procedures and how the charity has complied with these, through discussions and sample testing. 3. An understanding of the charity's risk assessment process, including the risk of fraud. 4. Performing audit work over the risk of management override of controls, including testing of journal entries for appropriateness.

Whilst considering how our audit work addressed the detection of irregularities, we also consider the likelihood of detection based on our approach. Irregularities from fraud are inherently more difficult to detect than those arising from error.

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. Also the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

SPORTING EQUALS

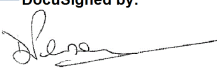
Independent Auditor's Report to the Members of Sporting Equals Year ended 31 March 2023

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity'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 charity's members those matters we are required to state to them in an auditor's 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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:

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David Pearson (Senior Statutory Auditor)

For and on behalf of
Edwards Pearson & White (Audit) Limited
Chartered Certified Accountants & statutory auditor
8 Jury Street
Warwick
CV34 4EW

29 January 2024

SPORTING EQUALS

STATEMENT OF FINANCIAL ACTIVITIES (Charity No.1119365)
(Incorporating the income and expenditure account)
for the year ended 31 March 2023

		Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
	Notes				
Incoming resources					
Donations	3	68,616	-	68,616	17,315
Charitable activities	3	52,281	1,155,611	1,207,892	966,188
Investment Income	3	4,400	-	4,400	30
Total incoming resources	3	125,297	1,155,611	1,280,908	983,533
Expenditure on:					
Charitable activities		145,430	907,610	1,053,040	722,970
Total resources expended	4	145,430	907,610	1,053,040	722,970
Net incoming/ (outgoing) resources before transfers being net income/ (expenditure) for the year		(20,133)	248,001	227,868	260,563
Transfers between funds		-	-	-	-
Net movement in funds		(20,133)	248,001	227,868	260,563
Reconciliation of funds					
Total funds brought forward		624,514	44,111	668,625	408,062
Total funds carried forward		604,381	292,112	896,493	668,625

The statement of financial activities includes all gains and losses in the year.

All incoming resources and resources expended derive from continuing activities.

SPORTING EQUALS

BALANCE SHEET
AS AT 31 MARCH 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible fixed assets	7	9,223	10,190
Current assets			
Debtors	8	191,645	297,568
Cash at bank and in hand		948,601	610,014
		1,140,246	907,582
Creditors: amounts falling due within one year	9	(252,976)	(249,147)
Net current assets		887,270	658,435
Net assets		896,493	668,625
Represented by:			
Unrestricted funds	10	591,381	611,514
Designated funds	10	13,000	13,000
Restricted funds	10	292,112	44,111
Total funds		896,493	668,625

The trustees acknowledge their responsibilities for

- (a) Ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing the financial statements, which give a true and fair view of the state of affairs of the charity 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 companies subject to the small companies' regime.

The financial states were approved the board of trustees and authorised for issue on 29th January 2024 and were signed on behalf of the board by:

DocuSigned by:

 6507A1ED8EDF4D0...
D White
 Trustee

SPORTING EQUALS

STATEMENT OF CASH FLOWS
AS AT 31 MARCH 2023

		2023	2022
	Note	£	£
Cash flow from Operating activities	12	338,528	(17,959)
Net cash flow from Operating activities		338,528	(17,959)
Cash flow from investing activities			
Office equipment		(4,341)	(13,452)
Interest received:			
- Deposit		4,400	30
Net cash flow from Investing activities		59	(13,422)
Net Increase / (decrease) in cash and cash equivalents		338,587	(31,381)
Cash and cash equivalents at 1st April 2022		610,014	641,395
Cash and cash equivalents at 31st March 2023		948,601	610,014
Cash and cash equivalents consist of:			
- Cash at bank and in hand		948,601	610,014

See note 12 for reconciliation of net income / (expenditure) to net cash flow from operating activities and analysis of changes in net debt.

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

1. Summary of significant accounting policies**(a) General information and basis of preparation**

Sporting Equals is a charitable company in the United Kingdom Incorporated and registered in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities to actively promote greater involvement in sport and physical activity for disadvantaged communities particularly the black and minority ethnic population. Sporting Equals is a national partner of Sport England and advisors to the Department of Culture Media and Sport.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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) issued on 16 July 2014. the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2015.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £.

The charitable company has taken advantage of the option provided in SORP (FRS102) to use headings in the Statement of Financial Activity that are applicable to its operations rather than reporting on an activity basis.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have consistently applied to all years presented unless otherwise stated.

The charity adopted SORP (FRS 102) in the current year and no adjustments to previously reported figures were required.

(b) Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which will not designated for other purposes.

Designated funds comprise unrestricted funds that have set aside by the trustees for purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which will used in accordance with specific restrictions imposed by donors, or which have raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

(c) Income recognition

All incoming resources are included in the Statement of Financial Activities (SOFA) when the charity is legally entitled to the income after any performance conditions have met, the amount can measure reliably and it is certain that the income will be received:

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS (continued)
for the year ended 31 March 2023

For donations to be recognized the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained, then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102).

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

The charity receives government grants in respect of funding from Sport England. Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met, then these amounts are deferred.

Investment income is earned through holding assets for investment purposes such as surplus funds on bank deposit. Interest income is recognised using the effective interest method.

(d) Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

(e) Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, and administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources. Premises and other overheads have been allocated on a percentage use of resources basis.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

The analysis of these costs is included in note 4.

(f) Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS (continued)
for the year ended 31 March 2023

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

IT equipment 33% straight-line basis

(g) Debtors and creditors receivable/ payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

(h) Leases

Assets acquired under finance leases are capitalised and depreciated over the shorter of the lease term and the expected useful life of the asset. Minimum lease payments are apportioned between the finance charge and the reduction of the outstanding lease liability using the effective interest method. The related obligations, net of future finance charges, are included in creditors.

Rentals payable and receivable under operating leases are charged to the SOFA on a straight-line basis over the period of the lease.

(i) Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

(j) Tax

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

(k) Going concern

The financial statements have been prepared on a going concern basis, as the trustees has determined that there is no material uncertainty that casts doubt on the entity's ability to continue as a going concern. COVID-19 is not expected to have a significant impact on the entity. It expects that COVID-19 might have some impact, though not significant, for example, in relation to expected future performance, or the effects on some future asset valuations. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure are sufficient with the level of reserves for the charity to be able to continue as a going concern.

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS (continued)
for the year ended 31 March 2023

(l) Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. No significant judgements have had to be made in preparing these financial statements.

(m) Financial instruments

The company only has basic financial instruments.

Financial assets: Financial assets comprise items such as cash at bank and in hand, trade and other debtors. These are initially recorded at cost on the date they originate. The company considers evidence of impairment for all individual elements comprising financial assets and any subsequent impairment is recognised in profit or loss.

Financial liabilities: Financial liabilities comprise items such as corporation and other taxes, bank and bank loans, accruals and trade and other creditors. These are initially recorded at cost on the date they originate, net of transaction costs where applicable. The company considers evidence of impairment for all individual elements comprising financial liabilities and any subsequent impairment is recognised in profit or loss.

(n) Defined contribution plans

Contributions to defined contribution plans are recognized as an expense in the period in which the related service is provided. Prepaid contributions are recognized as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settle wholly within 12 months of the end of the reporting date in which the employees render the service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognized as an expenses in the period in which is arises.

(o) Deferred income

Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met, then these amounts are deferred.

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS (continued)
for the year ended 31 March 2023

2. Comparative information – Statement of Financial Activities 2022

		Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
	Notes				
Incoming resources					
Donations	3	17,315	-	17,315	9,399
Charitable activities	3	387,289	578,899	966,188	691,859
Investments – interest received	3	30	-	30	181
Total incoming resources	3	404,634	578,899	983,533	701,439
Expenditure on:					
<i>Charitable activities</i>		114,335	608,635	722,970	626,688
Total resources expended	4	114,335	608,635	722,970	626,688
Net incoming/ (outgoing) resources before transfers being net income/ (expenditure) for the year		290,299	(29,736)	260,563	74,751
Transfers between funds		-	-	-	-
Net movement in funds		290,299	(29,736)	260,563	74,751
Reconciliation of funds					
Total funds brought forward		364,393	43,669	408,062	333,311
Total funds carried forward		654,692	13,933	668,625	408,062

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

3. Analysis of Income 2023

	Unrestricted £	Restricted £	2023 Total £	2022 Total £
Charitable activities				
Sport England grant	-	650,000	650,000	400,000
LMCT	-	9,000	9,000	47,250
LTA	-	-	-	37,200
Spirit	-	35,025	35,025	81,494
ZWIFT	18,776	-	18,776	-
Sweaty Betty	-	94,803	94,803	50,155
Active Minds – CR	-	41,708	41,708	-
Awards-Sp England	-	70,000	70,000	-
Comic Relief – Org. Development	-	135,000	135,000	-
Nike	-	97,150	97,150	-
Together Funds	-	22,925	22,925	-
Other	33,505	-	33,505	350,089
	<u>52,281</u>	<u>1,155,611</u>	<u>1,207,892</u>	<u>966,188</u>
Total from charitable activities	52,281	1,155,611	1,207,892	966,188
Donations	68,616	-	68,616	17,315
Investment income	4,400	-	4,400	30
Total	<u><u>125,297</u></u>	<u><u>1,155,611</u></u>	<u><u>1,280,908</u></u>	<u><u>983,533</u></u>

Of the total income received in 2023 £1,280,908 (2022 - £983,533), £125,297 (2022 - £404,634) related to unrestricted income and £1,155,611 (2022-£578,899) related to restricted income.

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

3a. Analysis of Income 2022 - Comparatives

	Unrestricted £	Restricted £	2022 Total £	2021 Total £
Charitable activities				
Sport England grant	-	400,000	400,000	403,000
LMCT	-	47,250	47,250	50,667
LTA	37,200	-	37,200	17,050
Spirit	-	81,494	81,494	78,653
EFDS / GOGA	-	-	-	-
Sweaty Betty	-	50,155	50,155	-
BEDSA	-	-	-	-
Other	350,089	-	350,089	142,489
Total from charitable activities	387,289	578,899	966,188	691,859
 Donations	 17,315	 -	 17,315	 9,399
 Investment income – Interest received	 30	 -	 30	 181
 Total	 <u><u>404,634</u></u>	 <u><u>578,899</u></u>	 <u><u>983,533</u></u>	 <u><u>701,439</u></u>

Of the total income received in 2022 £983,533 (2021 - £701,439), £404,634 (2021 - £169,199) related to unrestricted income and £578,899 (2021-£532,320) related to restricted income.

SPORTING EQUALS
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS (Continued)
for the year ended 31 March 2023

4. Total resources expended 2023		Active Minds-CR	SENG	SPIRIT	Sweaty Betty	Together Funds	LMCT	Others	Total 2023	Total 2022
Direct allocated costs	Basis	£								
Staff costs	Direct	17,574	388,370	23,784	31,513	19,258	12,585	140,799	633,883	484,540
Staff welfare	Direct	-	406	-	-	-	-	83	489	2,067
Agency staff	Direct	150	-	12,048	4,583	-	3,064	2,593	22,438	35,873
Travel & subsistence	Direct	891	23,549	2,141	988	46	932	15,129	43,676	12,038
Staff training & development	Direct	-	-	-	-	-	-	-	-	5,557
Refreshments	Direct	104	3,154	53	-	-	29	2,090	5,431	1,611
Project expenses	Direct	-	4,908	-	-	-	3,149	5,525	13,582	10,424
Bank charges	Direct	-	20	-	-	-	-	261	281	287
Depreciation	Direct	-	-	-	-	-	-	5,308	5,308	8,365
Consultancy costs	Direct	1,000	30,026	-	-	-	-	19,414	50,440	50,302
Equipment	Direct	-	-	-	-	-	-	-	-	680
Marketing Comm & Pun;	Direct	-	49,200	-	900	-	4,426	10,776	65,301	12,619
Legal & Professional	Direct	290	113,428	4,760	8,567	2,064	975	18,264	148,349	46,828
Support costs allocated to activities.										
Office expenses	% use of resources	-	3,782	696	1,691	272	83	2,132	8,656	8,294
IT expenses	% use of resources	-	9,918	495	815	120	66	432	11,846	7,503
Insurance	% use of resources	-	8,334	1,269	2,115	630	94	1,815	14,257	8,897
Property costs	% use of resources	622	14,905	2,927	1,137	535	192	8,785	29,103	27,084
Total resources expended		20,631	650,000	48,173	52,309	22,925	25,595	233,407	1,053,040	722,970

Of the total expenditure in 2023 £1,053,040 (2022 - £722,970), £145,430 (2022 - £114,335) related to unrestricted funds and £907,610 (202 - £608,635) related to restricted funds.

SPORTING EQUALS
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS (Continued)
for the year ended 31 March 2023

4a. Total resources expended 2022 - Comparatives

		Sport England £	LTA £	LMCT £	Spirit £	Sweaty Betty £	Other £	2022 Total £	2021 Total £
Direct allocated costs	Basis								
Staff costs	Direct	296,864	21,569	33,987	54,597	30,449	47,074	484,540	430,986
Staff welfare	Direct	43	-	-	-	-	2,024	2,067	1,274
Agency staff	Direct	-	3,924	13,818	14,251	216	3,665	35,874	37,435
Travel & subsistence	Direct	5,230	-	39	1,297	118	5,355	12,039	475
Staff training & development	Direct	100	-	-	-	540	4,917	5,557	795
Refreshments	Direct	698	-	-	46	-	867	1,611	69
Project expenses	Direct	7,720	-	125	-	-	2,578	10,423	25,036
Bank charges	Direct	152	11	19	25	12	68	287	295
Depreciation	Direct	-	-	-	-	-	8,365	8,365	4,179
Consultancy costs	Direct	18,835	1,022	1,258	3,153	403	25,632	50,303	20,375
Equipment	Direct	544	-	-	-	-	136	680	907
Marketing Comm & Pun;	Direct	9,148	114	966	521	162	1,708	12,619	5,935
Legal & Professional	Direct	28,620	1,600	4,364	4,681	1,744	5,818	46,827	47,405
Support costs allocated to activities									
Office expenses	% use of resources	4,896	321	744	1,045	382	906	8,294	6,610
IT expenses	% use of resources	5,445	134	253	475	185	1,011	7,503	7,163
Insurance	% use of resources	5,962	300	650	828	315	842	8,897	8,806
Property costs	% use of resources	15,743	1,182	2,380	3,150	1,260	3,369	27,084	28,942
Total resources expended		400,000	30,177	58,603	84,069	35,786	114,335	722,970	626,688
		=====	=====	=====	=====	=====	=====	=====	=====

Of the total expenditure in 2022 £722,970 (2021 - £626,688), £114,335 (2021 - £101,009) related to unrestricted funds and £608,635 (2021 - £525,679) related to restricted funds.

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

5. Net incoming resources for the year

	2023	2022
	£	£
Net incoming resources for the year are stated after charging:		
Independent examiner's fee	-	1,740
Auditor Fee	6,000	-
Depreciation	5,308	7,172

6. Employee information

	2023	2022
	£	£
Staff costs		
Wages and salaries	542,367	421,627
Social security costs	50,660	41,043
Other pension costs	23,132	21,870
	616,159	484,540
	2023	2022
	No.	No.
Average number of employees employed during the year.		
Administration	15	11

The number of employees whose annual emoluments were £60,000 or more were:

	2023	2022
	£	£
£60,000 - £70,000	-	-
£70,000 - £80,000	1	1
£80,000 - £90,000	-	-
£90,000 - £100,000	-	-
£100,000 - £110,000	1	1
Above £110,000	-	-

Key Management Personnel of the Charity comprise of the Senior Executive team which includes Chief Executive Officer, Director of Development and Director of Projects and Director of Operations & Governance whose total salary and benefits are £232,871 (2022: £239,546). Key management personnel are set out in the directors' and Trustees' Report at Page 15.

£1,542.42 was reimbursed for directly incurred travel expenses to three trustees (2022 - £Nil).

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

7. Tangible fixed assets

	IT Equipment	Total
	£	£
Cost		
At 1 April 2022	27,184	27,184
Additional during the year	4,341	4,341
At 31 March 2023	<u>31,525</u>	<u>31,525</u>
Depreciation		
At 1 April 2022	16,994	16,994
Charge for the year	5,308	5,308
At 31 March 2023	<u>22,302</u>	<u>22,302</u>
Net book value		
At 31 March 2023	<u>9,223</u>	<u>9,223</u>
At 31 March 2022	<u>10,190</u>	<u>10,190</u>

8. Debtors

	2023	2022
	£	£
Trade debtors	186,742	293,209
Other debtors	2,516	1,680
	<u>189,258</u>	<u>294,889</u>

8a. Prepayments

	2023	2022
	£	£
Prepayments	2,387	2,679
	<u>2,387</u>	<u>2,679</u>

9. Creditors: Amounts falling due within one year

	2023	2022
	£	£
Trade creditors	39,253	10,064
Credit card	5,367	2,017
Social security and other taxation	325	-
Pension payable	3,179	4,784
Deferred income	-	38,770
Other creditors	139,413	191,772
Accruals	65,439	1,740
	<u>252,976</u>	<u>249,147</u>

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

10. Reconciliation of movements in funds 2023

	1 April 2022	Incoming resources	Outgoing resources	Transfers	31 March 2023
	£	£	£	£	£
Unrestricted funds	611,514	125,297	(145,430)	-	591,381
Designated funds	13,000	-	-	-	13,000
Restricted funds					
Sport England	-	650,000	(650,000)	-	-
Spirit	13,147	35,025	(48,172)	-	-
Sweaty Betty	14,369	94,803	(52,310)	-	56,862
Together Fund	-	22,925	(22,925)	-	-
Active Minds – CR	-	41,708	(20,631)	-	21,077
Awards-SP England	-	70,000	-	-	70,000
Comic Relief – Org. Develop.	-	135,000	(3,290)	-	131,710
Nike	-	97,150	(84,687)	-	12,463
LMCT	16,595	9,000	(25,595)	-	-
	44,111	1,155,611	(907,610)	-	292,112
Total funds	668,625	1,280,908	(1,053,040)	-	896,493

10a. Reconciliation of movements in funds 2022 – Comparatives

	1 April 2021	Incoming resources	Outgoing resources	Transfers	31 March 2022
	£	£	£	£	£
Unrestricted funds	351,393	404,634	144,513	-	611,514
Designated funds	13,000	-	-	-	13,000
Restricted funds					
Sport England	-	400,000	400,000	-	-
Spirit	15,721	81,494	84,068	-	13,147
Sweaty Betty		50,155	35,786	-	14,369
LMCT	27,948	47,250	58,603	-	16,595
	43,669	578,899	578,458	-	44,111
Total funds	408,062	983,533	722,970	-	668,625

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

Designated funds

The designated fund is a fund the Trustees have agreed to ring-fence to cover any future redundancy costs in the event the charitable company was to cease its operations.

Restricted funds

Sport England provides grant funding for agreed outputs under its national partner programme.

Spirit of 2012 - funds Sporting Equals and Youth Sport Trust as National Delivery partners to deliver the Breaking Boundaries project which uses cricket as a catalyst for social cohesion within five locations in England.

London Marathon Charitable Trust - has provided funding to support a faith centre model supporting communities to become physically active.

Sweaty Betty - has provided funding during 2021 to help support a faith centre model supporting communities.

Together fund a grant distribution project funded by Sport England - to help the sport and physical activity sector through the coronavirus (Covid-19) crisis. The grants enabled community groups to continue to exist and engage with their communities, supporting people to be engaged and active.

Active Minds, Healthy Bodies - funded by Comic Relief, is a community programme aimed at people aged 55+ to get them engaged in physical activity and reengage in society following the Covid 19 pandemic.

Nike - provided funding to support a project entitled "Future Female Leaders" to support and empower women to gain qualifications and develop their skills and confidence in coaching in a variety of sports. This would help to increase the number of female role models in sport as well as diversifying the coaching workforce in sport.

Comic Relief - provided funding to support Sporting Equals in their growth, development and resilience plan and work with a view to helping the Charity meet its objectives as well as put ourselves in a fit for purpose position to disburse funds on behalf of Comic Relief.

11. Analysis of net assets between funds

	General funds £	Designated funds £	Restricted funds £	Total £
Fund balances at 31 March 2023 are represented by:				
Tangible fixed assets	9,223	-	-	9,223
Current assets	835,134	13,000	292,112	1,140,246
Current liabilities	(252,976)	-	-	(252,976)
Total net assets	591,381 =====	13,000 =====	292,112 =====	896,493 =====

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

11a. Analysis of net assets between funds 2022 - Comparatives

	General funds £	Designated funds £	Restricted funds £	Total £
Fund balances at 31 March 2022 are represented by:				
Tangible fixed assets	10,190	-	-	10,190
Current assets	850,471	13,000	44,111	907,582
Current liabilities	(249,147)	-	-	(249,147)
Total net assets	611,514	13,000	44,111	668,625
	=====	=====	=====	=====

12. Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2023 £	2022 £
Net income for the year	227,868	260,563
Interest income	(4,400)	(30)
Depreciation and impairment of tangible fixed assets	5,308	7,172
Decrease / (Increase) in debtors	105,923	(153,855)
Increase / (Decrease) in creditors	3,829	(131,808)
Net cash flow from operating activities	338,528	(17,959)
	=====	=====

12a. Analysis of change in net debt

	1 April 2022 £	Cash flow £	Acquisition and Disposals £	Other non- cash changes £	31 March 2023 £
Cash at bank and in hand	610,014	338,587	-	-	948,601
	=====	=====	=====	=====	=====

13. Controlling party

The charitable company is under the control of the Board of Trustees.

14. Pension contributions

The charity offers all staff the workplace pension scheme.

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2023

15. Company status

The company is limited by guarantee and does not have any share capital.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while he is a member or within one year after ceasing to be a member, for payments of the debts and liabilities of the company contracted before he ceased to be a member, and the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributions among themselves such amount as may be required, not exceeding £1.

16. Limitation of audit liability

The company on 9th November 2023 has entered into a limitation of auditors liability with the auditor limiting the audit's liability to a maximum of £1,500,000 (including interest).

SPORTING EQUALS

England & Wales - Charity number 1119365

Accounts

Company No: 05853520

Charity No: 1119365

SPORTING EQUALS

(A company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS

31 MARCH 2022



SPORTING EQUALS

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SPORTING EQUALS

LEGAL AND ADMINISTRATIVE INFORMATION

Registered Charity Name	Sporting Equals
Company number	05853520
Charity number	1119365
Trustees and directors:	Densign White MBE Beverley Mason Naz Deen Lorraine Deschamps MBE Craig Edmondson Urvashi Naidoo Yun Hui Teoh Barbara Thompson Vanessa Wallace
Chief Executive	Arundeeep Kang OBE
Registered Office	Office ICG. 18 Coventry University Technology Park Puma Way Coventry CV1 2TT
Bankers	HSBC 46 Old Church Road Chingford London E4 8DB
Independent Examiners	Prime Chartered Accountants Corner Oak, 1 Homer Road Solihull B91 3QG

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT Year ended 31 March 2022

The directors and trustees have pleasure in presenting their report and financial statements for the year ended 31 March 2022.

ABOUT SPORTING EQUALS

Objectives and activities

Sporting Equals is a national charity, which is at the forefront of championing race equality and promoting ethnic diversity in sport and physical activity across the UK. We are experts in engaging ethnically diverse communities into sport and physical activity and advising sports bodies on race equality and community engagement.

Our mission is to create healthier, fairer and stronger communities through sport and physical activity. We inform, influence and inspire in order to create a society in which ethnically diverse communities can participate in and influence all levels of sport and physical activity (from grassroots to elite).

Sporting Equals has three key objectives:

- To raise awareness and understanding of the needs of ethnically diverse communities within the sport and physical activity sector to change attitudes and increase participation.
- To empower individuals and communities to play a part in this change and achieve their full potential through playing sport and being active.
- To advise and support policymakers and delivery bodies to ensure policies and practices are fair and offer equality of opportunity.

These objectives will have been completed when:

- Ethnically diverse communities can influence and participate in all aspects of sport and physical activity.
- Ethnically diverse communities statistically are represented at all levels across sport and physical activity
- The governors and providers of sport and physical activity recognise and value a fully integrated and inclusive society and race equality is at the heart of sports governing bodies who recognise, celebrate and implement effective interventions for increased involvement of ethnically diverse communities across sport.

Our work includes:

- Supporting organisations in becoming more inclusive
- Promoting sport and healthier living to ethnically diverse communities
- Researching and building insight locally to develop new innovative models of participation
- Empowering ethnically diverse organisations to deliver sport and physical activity locally
- Promoting and delivering the wider benefits of sport.
- Developing ethnically diverse professionals to take up positions on national governing bodies of sport and other organisations within sport and physical activity sector
- Highlighting the inequality across sport and physical activity and developing projects for change

Five key values guide our work:

- **Energy.** We are passionate and committed. We inject vision and energy into projects, getting fully involved and going the extra mile.
- **Honesty.** We work with integrity. We are trusted by the communities and organisations we work with because we are honest, open and accountable.
- **Equality.** We believe in equality because fair societies and inclusive organisations are those where all can achieve their full potential.
- **Leadership.** We are pioneers. As the ground-breakers of our field, we set the agenda, raising standards and pushing the boundaries in best practice.
- **Creativity.** We are agents of change with creativity and flexibility, we deliver innovative, effective solutions that make a real difference.

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued) Year ended 31 March 2022

Sporting Equals' five key outcomes are:

1. Increasing participation
2. Building cohesive communities
3. Diversifying the sport sector
4. Improving health and lifestyles
5. Growing talent at an elite level from diverse communities

Sporting Equals has a unique reach into 5000 ethnically diverse organisations that includes sports clubs, faith centres and community groups. We work closely with suppliers and deliverers of sporting opportunities and ethnically diverse customers of sporting opportunities. We are the go-to organisation for NGBs and sports organisations from community brokerage to board vacancy services. We have strong relationships with the media (mainstream, ethnic and faith) and a strong social media presence to achieve significant reach and influence. We have a proven track record and strong empathy with our ambassadors as role models to inspire and influence from grassroots to elite champions.

We have a successful record of creating pioneering projects including the Sporting Equals Race Equality Charter, the British Ethnic Diversity Sports Awards (the most diverse event in the sporting calendar), Making Equals (a Community Cohesion project), LeaderBoard Academy (the first ever leadership programme for board diversity in sport) the British Asians in Sport and Physical Activity (BASPA) Network that was launched in November 2018 and the Sport Monitoring Advisory Panel that monitors the work of sports organisations in sport participation of black communities in the UK. The first annual Race Representation Index (RRI) Survey was distributed in October 2021, with the findings publicly shared in March 2022. The RRI compares and grades ethnically diverse representation to national Census figures in the senior roles and elite sporting positions in Sport England funded NGBs.

Ensuring our work delivers public benefit

Sporting Equals provides public benefit through creating a society in which ethnically diverse communities can participate and influence in all levels of sport and physical activity - creating healthier, fairer and stronger communities through sport and physical activity.

Our work fits around the following three policy areas:

- Fairer communities - Recognising that many ethnically diverse communities are underrepresented across levels in sport and physical activity especially in talent pathways and decision-making positions, in senior management, professional coaching, workforce, leadership and elite sport.
- Healthier communities - Recognising the role that physical activity and sport has within public health – tied into evidence that some ethnically diverse groups such as South Asian and Black communities have increased rates of health conditions, for example, heart disease, hypertension and diabetes type 2 and low levels of physical activity.
- Stronger communities - Recognising the wider benefits of sport and using sport to tackle issues of concern around community cohesion and inter/intra-racial/faith conflict. In order to empower ethnically diverse communities and build stronger communities locally through the power of sport.

Sporting Equals reviews its mission, objectives and activities each year. We analyse our research and insight and review the results of our work, and the benefits this has brought to ethnically diverse people in the sport and physical activity sector. In particular, we continued working in five key cities through our Breaking Boundaries and Equally Active projects in Birmingham, Manchester, Barking & Dagenham, Slough and Bradford building stronger and healthier communities locally. Alongside this we launched the Back2Active Peloton Project, and 'GirlsPowered' Sweaty Betty project in 2021 to help engage more people into fun and inclusive activities.

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued) Year ended 31 March 2022

We have also recruited and developed professionals to take up positions in the boardrooms of sport to support better interventions to engage ethnically diverse communities in sport and physical activity. This included a partnership with Zwift on a youth LeaderBoard initiative to help upskill and develop young people. Our Sport Monitoring Advisory Panel consisting of Maggie Alphonsi MBE, Kadeena Cox MBE, Ama Agbeze MBE, Fiona May, Harley Hicks, Chris Ramsey MBE, Alexandra Wickham, Devon Malcolm, Rodney Hinds and Chaired by Densign White MBE with Professor Kevin Hylton and Arun Kang OBE both as special advisors helps to monitor sports organisations in the progress they have made after many committed to more positive action to support the black communities at all levels in sport. The Sport Monitoring Advisory Panel oversaw the development and launch of the inaugural Race Representation Index.

With regards to public benefit, Sporting Equals' Trustees acknowledge their duty in accordance with the UK Charities Act 2011 and follow the Charity Commission's guidance on the operation of this public benefit.

THE ISSUE IN NUMBERS

Ethnically diverse communities are underrepresented in sport at all levels due to many reasons including social, economic, cultural and organisational barriers for example systemic racism. A key area for us to focus on through influence and advocacy is on the organisational culture of sports organisations and tackling the policies and processes and unwritten practices that lead to inequality across sport. Our Race Representation Index research in 2021 is allowing us to baseline National Governing Bodies providing an important insight into the state of the sector.

Key statistics include:

- The 2011 Census data suggest that the ethnically diverse population is now around 20% of the England and Wales population which includes the white other groups. (2011 Census). Visible minorities make up 14.5% of the population. The release of the Census 2021 results in autumn 2022 (specifically for ethnically diverse community figures) is likely to show that the figures for both the ethnically diverse population and visible minorities are much higher than this.
- In some urban cities, ethnically diverse population is over 40% and growing, for example, Leicester (54.9%), Birmingham (46.9%), Manchester (40.7%). London (55.1%) is the most ethnically diverse area (2011 Census). Similarly, the Census 2021 results are likely to show that the ethnically diverse population in urban cities has risen higher than the Census 2011 figures.
- Ethnically diverse groups as a whole are more likely to report ill health, and experience ill health earlier than white British people. Some health variations are linked to poverty and wider social inequalities, although there are a range of inter-linked and overlapping factors. *Ethnicity and health* (London, Parliamentary Office of Science and Technology, 2007)
- The Covid-19 pandemic has had a disproportionate impact on ethnic minority communities, who have experienced higher infection and mortality rates than the white population. Geography, deprivation, occupation, living arrangements and health conditions such as CVD and diabetes accounted for a large proportion, but not all, of the excess mortality risk of Covid-19 in ethnic minority groups. Covid-19 has reversed the previous picture for some ethnic minority groups which now have higher overall mortality than the white population, (The Kings Fund, September 2021, 'The health of people from ethnic minority groups in England' report).
- Analysis from Sport England estimates that the proportion reaching the recommended level of physical activity reduced during the pandemic. The impact varied through the different stages of lockdown, but females saw a more sustained drop and the overall impact was greater in lower socioeconomic groups, and Black and Asian ethnic groups (Public Health England Health Profile for England 2021).
- During May 20/21, people from Black ethnic groups who reported having a disability or long-term health condition were the least active (39.6%). People from Asian (excluding Chinese) and Black ethnic group who reported having a disability or long-term health condition were the most inactive (44%) (*Active Lives Adult Survey, May 20/21*).

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued) Year ended 31 March 2022

- Broken down by gender, Asian females (excluding Chinese) were the most inactive (38.5%), followed by Black females (34.6%). (Active Lives Adult Survey, May 20/21). Asian males (excluding Chinese) were also the most inactive out of all male ethnic groups (36.7%), followed by Black males (31.3%).
- In May 20/21, by religious group, Muslims continued to be the least active group with only 42.8% doing at least 150 minutes of activity a week. This was a significant decrease in comparison to the previous 12 months (-4.9%). Significant decreases in physical activity also occurred among Hindus (-7.2%) and Sikhs (-6%). (*Active Lives Adult Survey, May 20/21*).
- The Race Representation Index 2021 identified that with an average overall D grade across the sector, more can be done to increase ethnically diverse representation in senior roles and elite sporting positions in Sport England funded National Governing Bodies. leadership profiles within sport lack diversity.
- The Race Representation Index 2021 found that average grades in each criterion were 'C' for Board membership, 'E' for Senior Management/Leadership Teams, 'E' for Senior Coaching, and 'C' for Players/Athletes.
- The Race Representation Index 2021 found that no CEOs were reported as being from an ethnically diverse background.
- England has a sizeable (2 million) non-British white population, many of whom experience poorer health than the white British – notably the Irish, but also other ethnically diverse groups including Eastern Europeans, Gypsy and traveller communities and refugees.
- Among the specific ethnic groups, Pakistani (31.1%) and Bangladeshi (19.3%) people were most likely to live in the 10% most **overall** deprived neighbourhoods. Pakistanis are over 3 times as likely as white British people to live in the most deprived areas. (*English IOD 2019*)
- Ethnically diverse groups generally have worse health than the overall population, although some ethnically diverse groups fare much worse than others, and patterns vary from one health condition to the next. Evidence suggests that the poorer socio-economic position of ethnically diverse groups is the main factor driving ethnic health inequalities. (*Office of Science and Technology Postnote*)
- People from Black ethnic groups were most likely to be diagnosed with Covid-19. Death rates from Covid-19 were highest among Black and Asian groups. Bangladeshi people had around **twice** the risk of death than people of White British ethnicity. People of Chinese, Indian, Pakistani, Other Asian, Caribbean and Other Black ethnicity had between **10% -50%** higher risk of death when compared to White British. (*PHE, 2020*)
- 73.6% of Black adults are overweight or obese. Obesity and being overweight among all other ethnic groups, except White British, is less than the national average. (*PHE, 2018/19*)
- 52.5% of children and young people from high affluent families participated in an average of 60 minutes or more of physical activity compared to only 38.1% from low affluent families. (*Active Lives Children and Young People, 2019/20*)
- Obesity was lower among children in higher income households, and higher in households with lower incomes. Children who were overweight/obese were between **22%** and **25%** in the highest three quintiles, compared with **32%** in the second lowest and **37%** of those in the lowest income quintile (*NHS Digital, Health Survey for England 2019*)
- The Black African ethnic group had the highest prevalence of obesity in children aged 4 to 5 years (15.9%) and the Black African, Black Caribbean and Bangladeshi ethnic groups had the highest prevalence in children aged 10 to 11 years (around 30%) (*Public Health England Health Profile for England 2021*).
- Closure of schools, sporting and leisure facilities, park facilities and recreational areas, together with an increase in screen time over the pandemic period have led to a reduction in physical activity in children and young people. Sport England estimate that the impact has been greater on boys than girls and on those from Black and Mixed ethnic groups (*Public Health England Health Profile for England 2021*).
- All Sporting Equals core areas were less active (150+ mins a week) than the England average. Manchester (58.9%) and Bradford (60.8%) were closest to the England average of 60.9%. Inactivity levels were considerably higher in all 5 areas compared to the England average (27.5%), particularly in Slough (35.9%) and Barking and Dagenham (37%) (*Active Lives Adult Survey, May 20/21*).

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued) Year ended 31 March 2022

- YouGov research for Sky Sports News showed that ethnic minority football fans (47%) are more likely to encounter racial abuse directed at players on social media compared to white fans (29%). (*YouGov/Sky Survey Results; Sample Size: 516 ethnically diverse football fans (aged 18+) in Britain; Fieldwork: 5th - 10th August 2021*)
- The same YouGov research showed that fans of Pakistani and Bangladeshi heritage are the most likely to have been the target of racial abuse when discussing football online (34%), compared to 23% of black fans, and the same proportion of Indian football fans (23%).
- Children of Indian ethnicity were significantly less active overall than all other ethnic groups (*Millennium Cohort Study – 2012*).
- Obesity in children is highest in Bangladeshi communities (*National Obesity Observatory 2011*)
- Four in ten (40%) of ethnically diverse participants endure negative experience in sport or physical activity setting, more than double that of white participants. (*Sport & Recreation Alliance*)
- Research from the Referees Association indicates that not one of 72 referees on the 2018-19 National List was Black or Asian. Of 162 National List assistant referees, only a small handful were ethnically diverse. (*Referees Association*)
- Segregation between the white British majority and minorities remains quite high minorities in many towns and cities, traditionally the areas of settlement for minorities, are becoming more isolated from white British people, (*Casey Review*)
- In year ending March 2021, there were 124,091 hate crimes recorded by the police in England and Wales. The majority of hate crimes were racially motivated, accounting for around three-quarters of such offences (74%; 85,268 offences); these types of hate crime increased by 12 per cent between year ending March 2020 and year ending March 2021. (*Home Office, Hate crime, England and Wales, 2020 to 2021*)

WE ARE MAKING A DIFFERENCE THROUGH RESEARCH AND EDUCATION, INFLUENCE AND ADVOCACY, MARKETING AND COMMUNICATIONS, AND COMMUNITY EMPOWERMENT AND BROKERAGE.

By conducting research with ethnically diverse communities, we have been able to influence and advocate for change. Through media and social media, we have increased the knowledge of the sport sector and ethnically diverse communities to make a change.

Research Strategy 2020-2023

This Research Strategy provides a framework to guide our insight and research work for the next 3 years and contributes to the implementation of Sporting Equals 2020-23 Business Strategy. The strategy builds on our knowledge and evidence gaps identified by previous research, strategies of partners, and a review of our core projects and activities. The strategy was updated in July 2022 to reflect the changes resulting from the start of Sport England's Uniting the Movement 10 year vision, the continued development of the annual Race Representation Index, and the learning from projects.

Key Research and Monitoring, Evaluation and Learning (MEL) of programmes undertaken during 2021/22 includes:

Race Representation Index 2021

The RRI publicly reports grades for ethnic representation for four main criteria based on a comparison with national ethnic representation. It is based on a score card template developed to grade hiring practices in professional and college sport based in the USA. This is the first survey of its kind in the UK sport sector to aim to obtain this level of ethnicity data. 52 NGBs were invited to participate in the survey. The survey had a 75% completion rate (39 NGBs) and provides a useful baseline for a state of the sector review.

The average overall grade for NGBs participating in the RRI was D – the full report is available on our website. We are aware of the limitations of the first iteration of the survey, and have taken on feedback from respondents.

DIRECTORS' AND TRUSTEES' REPORT (continued)
Year ended 31 March 2022

Research on Barriers and motivations for taking part in physical activity during, before, and after Covid-19 lockdown in women (16+) who identify as Black

A literature review and primary research on experiences of participation in physical activity before and during the pandemic in women who identify as Black took place between September 2021 and January 2022. Combined with the themes from the literature review, the analysis of the focus groups highlights The importance of social/community-based support, including faith-based support, having social capital, The role of the environment, including activity and green spaces, and other attitudinal and social factors.

While Covid-19 created barriers to participation for Black women, the pandemic circumstances also brought to the fore previously unconsidered physical activity alternatives, options, and possibilities, such as hybrid online/offline activities, online-only sessions, and a greater individual and family appreciation for public green spaces. The pandemic circumstances also saw more women appreciating the opportunity to engage with other women from their own communities through physical activity. This enjoyment in connecting with other women from their communities through physical activity should not go unnoticed by service providers and the sport sector and should be sustained and maximised.

This insight can be used to continue to inform the development of interventions and projects to increase physical activity by Black women.

Impact of Covid on Ethnically Diverse Community Organisations – Report, October 2021

The report explored organisational views and experiences of the impact of the Covid-19 pandemic on 139 groups and organisations providing support, services, and activities to ethnically diverse communities.

The main impacts on groups and organisations were a disruption in services and financial challenges. A significant finding is the nature of rippling impacts and the time it takes to reverse them. There were two broad reasons for applying for emergency funding. The first was to ensure the continuity of the group or organisation's operations and delivery of their programmes. The second was so that the group or organisation could initiate a programme they had developed based on the issues faced and needs of their service users created by the pandemic conditions.

Sporting Equals proposed a model for future development. The three components of the model are organisational support around access, financial support, and continuity. Secondly, support for users around technology, networks, and connectivity. Thirdly, support for communities around infrastructure, services, and awareness.

Active Lives Adult Reports, May 2020/2021 and November 2020/2021

In January 2022 and May 2022 we analysed the findings of the May 2020/21 and November 2020/21 Active Lives Survey with a specific focus on the responses of adults aged 16+ from ethnically diverse communities across England. The first showed that the pandemic continued to disproportionately impact adults from Asian (excluding Chinese), Black, and Other ethnic groups, indicating a return to prior activity levels may be slow/challenging. Not only did these groups see the largest decreases, but easing restrictions has led to limited recovery' (Active Lives Survey Report 2021). Asians (excluding Chinese) were most inactive reflecting previous trends (37.5%). Black communities were the next most inactive (33.3%). Both groups experienced a significant increase in inactivity levels.

The second reflected previous trends where people from Mixed, White Other and White British people were most physically active over Nov 20/21. Compared to the previous 12 months minor increases in physical activity were seen among Asian (+1%), Black (+1.9%), Chinese (+1.1%) and Other ethnic groups (+0.3%). White British, White Other, and Mixed ethnic groups remained considerably more active than these groups (62.7%, 65.0%, 68.1%). However, none of the ethnic groups have returned to pre-pandemic levels of activity (2019).

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued) Year ended 31 March 2022

Monitoring and Evaluation for the Greater Manchester based project with the Sweaty Betty Foundation (Girls Powered)

The final report for the Girls Powered (phase 1) project was submitted to the Sweaty Betty Foundation and provides an overview of the project and its indicators of success, the milestones since the project was launched through to project delivery and continuing on the next phase (June-December 2022), an overview of the recruitment process and community organisations, session and attendance figures, and learning points from the baseline survey, use of the miMove app, the participants, the community organisations, and working with the Sweaty Betty Foundation. The report also included testimonials and reflections from the girls.

A phase 2 research plan has been put in place for the next phase of the project and baseline data tools are being discussed with the funder.

Monitoring and Evaluation for the London based project funded by Peloton – Back2Active

Session and attendance data for the Back2Active project is being collected as a rolling baseline along with visuals and supplementary materials (a slide deck with testimonials and case studies). Once all the data has been submitted by the delivery partners, the UpShot team will provide support with deeper data analysis in the area of session data, attendance data, demographics of attendees, and geographic socio-economic data based on the location of the delivery partner venues. We will be collecting case studies audio/visuals as part of the phase one reporting.

Associate Member Stakeholder Engagement Survey, March 2022

Sporting Equals consulted with Associate Members in March 2022 to obtain feedback on engagement and quality of the support provided in the previous 12 months. Fifty-four respondents completed the online survey, with 55% of respondents being registered charities and community sports clubs. Overall, Associate Members were positive about their engagement with Sporting Equals and expressed satisfaction with the support received. Based on Associate Members' feedback, the three main areas of recommendations are support, communication, and training. The findings have informed the development of the Partner and Stakeholder Engagement Strategy to ensure we continue to work effectively with all stakeholders.

Non-Associate Member Stakeholder Engagement Survey, March 2022

Sporting Equals consulted with stakeholders and partners who are not Associate Members in March 2022 to obtain feedback on engagement and quality of the support provided in the previous 12 months. 61 respondents completed the online survey, approximately 40% of which were National Governing Bodies of sport. Overall, Partners and Stakeholders were positive about their engagement with Sporting Equals and expressed satisfaction with the support received. Many reported positive outcomes for their organisations, which included increased understanding of ethnically diverse communities, and the development of more inclusive and accessible sport and physical activity provision. More recent partners were optimistic about the future development of services and engagement with ethnically diverse communities as a result of their engagement with Sporting Equals.

The research also identified business development opportunities with 44 respondents expressing a need for Sporting Equals core services: 16 respondents provided contact information to engage in further discussion about their responses or their additional support needs. This highlights the significance of the support provided by Sporting Equals and the opportunities to engage both existing and new partners.

Pulse Surveys

On 13 August 2021, Sporting Equals sent out a Pulse Survey titled 'Survey on Sporting Equals' Associate Members' feelings towards South Asian representation in Team GB'. 54 Associate Members had responded. There is a general consensus among Sporting Equals' Associate Members who cater to South Asian service users who responded to the survey that engagement with,

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued) Year ended 31 March 2022

spectatorship of, and participation in elite sport by their South Asian service users would increase were there to be a greater presence of South Asian athletes in elite sport.

In February 2022, Sporting Equals sent out a Pulse Survey titled '**Sporting Equals Banter Survey**'. There were 102 responses in total. The survey sought feedback from our community about sporting 'banter' and the extent to which this may, or may not, on occasions involve racism. 65% of respondents (66/102) said that no, 'banter' in sporting contexts is not always conducted in a "funny and inoffensive way". 83% of respondents (85/102) said the right channels were not available for individuals to complain about sporting 'banter' if it has racist content. 78% (80/102) respondents were not confident that complaints made about 'banter' that includes racism will be dealt with seriously. Findings from the survey were used to inform our work in anti-racism in the sport and physical activity sector.

Marketing and Communications

Our Marketing and Communications work for 2021-22 centred on supporting our advocacy and influencing activity as well as showcasing talent and good practice when it comes to sport and physical activity and ethnically diverse communities. Key elements include the following:

- **Race Representation Index** - Sky Sports and The Guardian features on the results of the Race Representation Index. They led with headlines such as "UK sport's governing bodies fail to make grade in landmark race report" and illustrated the lack of ethnic diversity in the boardrooms, senior leadership teams, paid coaching and talent pathways in the sport sector.
- **British Asians in Sport and Physical Activity (BASPA)** - We continued to facilitate and administer this network and during South Asian Heritage Month, we had a range of activity going on, we commissioned a pulse survey to investigate the lack of representation in elite sport for British South Asian communities, namely focusing on the recent Olympic and Paralympic games, with a vision to create a statement based on the findings to address the issue of underrepresentation. In addition to this we created and shared a *BASPA: This is Diversity* video series highlighting the wealth of diversity, expertise and role models within sport from British South Asian communities. While also posting our pulse survey findings we shared a statement on behalf of BASPA highlighting the persistent issues and barriers South Asians face in Britain when looking towards elite sport representation. The latter statement performed very well.
- **Sport Monitoring and Advisory Panel (SMAP)** - We continued to drive this network to challenge the sport sector to ensure it kept its commitment to do more on race equality as per their pledges following Black Lives Matter protests. The panel helped to shape the Race Representation Index which audited governing bodies in relation to the areas described above.
- **Racism in Sport** - We also created and shared statements on instances of racism including a CEO statement reflecting on the UEFA EURO20 racism which performed very well across social media platforms. A CEO statement regarding the Azeem Rafiq case against Yorkshire County Cricket Club was also produced and disseminated sector wide.
- We hosted and shared widely across socials our **Breaking Boundaries Project Impact** event, which was our first in-person external event since the 2020 BEDSAs, the event was a huge success which saw growth in our social media following both for Sporting Equals and the project Breaking Boundaries.
- **Race Equality Event** – On Tuesday 29th March 2022 we delivered our second annual digital state of the sector seminar. Minister for Sport, Nigel Huddleston MP was a live speaker having arranged a prerecorded message of support for last year's event. Our 2 keynote speakers were Tim Hollingsworth, CEO of Sport England and Geoff Thompson,

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued) Year ended 31 March 2022

- Deputy Chair of Birmingham 2022 Commonwealth Games. Other speakers included, Ama Agbeze MBE, who discussed the motivations behind the RRI and provided a further update on the work of SMAP; Yashmin Harun BEM, who provided an update on the work of the BASPA Advisory Board; and our 2 esteemed panelists, Manisha Tailor MBE from QPR FC and former Italian Olympian Fiona May. Our Chief Executive also provided an update on the sector, divulging further information on the contents of the RRI.

Over 300 individuals representing organisations from across the sector signed up to attend the event. We saw a great deal of conversation on social media regarding the event with many NGBs and key stakeholders highlighting their presence at the event through our #SERaceEqualityEvent2022 hashtag and tagging us into posts to gain promotion on our social media platforms.

Community Empowerment and Brokerage

Over the last year we have increased our reach further and now have over 400 Associate Members with over 200,000 service users at Sporting Equals. We work closely with them in supporting them with funding, information and development through for example, workshops and training around governance and finance.

Our Associate members also help for us to be informed from the ground up to help us develop our models for community engagement and sport participation but also influence local and national policy such as changing the terminology. We have supported our Associate Members through grant distribution from Sport England Tackling Inequalities funding.

We are pleased we have been able to deliver in person events again including LeaderBoard Academy that develops future leaders in sport).

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued) Year ended 31 March 2022

PROJECTS AND EVENTS ACROSS 2021/22 INCLUDED THE FOLLOWING:

Equally Active

We have continued our work on the Equally Active project funded by the London Marathon Charitable Trust, a pilot project to tackle low ethnically diverse participation in sport and physical activity by engaging with our target audiences through their religious beliefs and habits. We are working with 10 faith centres in Barking & Dagenham, Slough, Birmingham, Manchester and Bradford and have provided support to enable the to engage the wider community into local opportunities.

QualiProjects have been commissioned to undertake an independent and robust evaluation of the project in order to provide evidence of the outcomes achieved and to draw out recommendations for the ongoing development of the project and the impact it is making. The project was extended until July 2022 and Quali Projects will conduct its final phase evaluation in July 2022.

England Hockey

A pilot project with England Hockey project started in 2020 to help engage ethnically diverse people with the support of 3 hockey clubs; Waltham Forest Hockey Club, Plashet Hockey Club and Tower Hamlets Hockey Club. We have been working with the three clubs to create delivery plans in 2020, however due to the pandemic, delivery was delayed, and we will be moving to the final wrap up phase and reporting in 2022.

LTA Serves

Sporting Equals have continued to deliver the LTA SERVES Programme in Manchester, Bradford, Birmingham, Leicester, Barking & Dagenham and Slough in 2021. The project has helped to train local activators from the community, and we supported a total of 32 SERVES Sites. However, due to a change of direction and restructuring within the LTA this project ended in March 2022 and moved to an internal part of the LTA.

Sporting Equals Charter

The Sporting Equals Charter has been designed to support organisations in the sport and physical activity sector to become inclusive of ethnically diverse communities at all levels. It is a simple and effective framework that will enable us collectively to work towards a sport and physical activity sector that is representative and inclusive of the entire UK population. This year has seen 44 organisations become signatories to the Charter with The LTA, Swim England, Golf Foundation, London Marathon Events, England Lacrosse and The British Equestrian Federation all developing specific action plans to support greater race equality.

Spirit of 2012 - Breaking Boundaries Project

Breaking Boundaries is a funded by Spirit of 2012, and delivered in partnership with Youth Sport Trust. Its aim is to socially connect young people, their families and communities together through regular cricket or multi/sport engagement. The project is being delivered in 5 cities: Bradford, Birmingham, London (Barking & Dagenham), Manchester and Slough. The project is supported by a coordinator in each city who connected with wider community organisations working local to support delivery. In 2021 Sporting Equals ran number of community forums and training in each of the five cities. Our team continues to work with community organisations to find innovative ways of social mixing.

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued) Year ended 31 March 2022

Grant Distribution

Sporting Equals has worked alongside Comic Relief / National Emergencies Trust (NET) and Sport England to deliver key support to community organisations within the sport and physical activity sector to allocate and distribute emergency funding as a result of the impact of Covid-19.

Comic Relief / NET

As of 31 August 2021, we have supported 84 organisations and distributed £432,000 of Comic Relief / NET emergency relief funding. The purpose of this funding was to support and sustain organisations to continue services and enable communities to engage with sport and physical activity opportunities. Our M&E found that approximately 12,000 individuals benefited from this funding.

We completed the M&E with Comic Relief and fed into further evaluation which is now being considered for future projects

Sport England Tackling Inequalities Fund (Phase 2 and 3)

At the end of Phase 3 of this project we distributed over £410,000 of funding with the Sport England Tackling Inequalities Fund. The purpose of this funding is to support grassroots organisations to provide sport and physical activity opportunities for local communities. We have since been successful with our application to continue into the Together Fund phase of this project including completing all the assurance activity. The Together Fund Phase will start in 2022 and continue to 31 March 2023.

Girls Powered (Sweaty Betty Foundation)

The Sweaty Betty Foundation awarded grant funding to Sporting Equals to deliver a project supporting new physical activities for teenage girls in Manchester. The project outcomes were to:

- Support ten community organisations in Manchester (including faith, cultural and community groups)
- To co-design with their female teenage participants physical activity sessions
- Targeting the least active girls from lower income families and from ethnically diverse communities
- Deliver training and workshops to help empower the girls

The project went live in September and is delivering across 10 sites in 2022. A robust M&E framework was put in place to capture insight and impact.

Back2Active (Peloton)

Peloton awarded grant funding to Sporting Equals to support a project supporting communities to engage in healthier lifestyles in London. The project 'Back2Active' was launched in September, and we are working with 12-15 community partners to help education and support ethnically diverse community members in London to engage in a healthier lifestyle. An Upshot system has been put in place to collect session and participant data. Alongside this a robust research plan is in place to collect baseline data and qualitative information as part of the reporting.

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued) Year ended 31 March 2022

FINANCIAL REVIEW 2021/ 2022

Summary

During the year 2021/2022, Sporting Equals received income of £983,533 an increase of £282,094 (28%) from 2021/21. Sport England have once again been the largest source of funding. During the current year Sporting Equals have continued to work to reduce reliance on Sport England funding by continuing to increase funding from other areas including growing the amount of unrestricted funding received. Sporting Equals continues to diversify its income sources and going forward the management team intend to keep this momentum in order to diversify further.

Resources expended during the year 2021/22 amounted to £722,970 an increase of £96,282 on the previous year. As with previous years, 100% of expenditure was spent on charitable activities.

Reserves

The Trustees regularly review the Charity's need for reserves we have a reserves policy in line with the guidance issued by the Charity Commission. In April 2020, in light the global pandemic, to add further financial security the Board of Trustees voted to increase the target amount of reserves allowed from 3 – 6 months of operating costs to 6 – 12 months of operating costs. The reserves policy was updated accordingly.

The general reserve shows a balance of £611k at the end of the year: equivalent to just over 10 months of current operating costs.

Investment Policy

The Trustees are empowered by the Memorandum and Articles of Association to invest the Charity's funds as they see fit. The investment policy requires that surplus funds, not required for working capital purposes, should be invested to provide maximum return at minimum risk to the organisation. All funds that are surplus from time to time are invested on a short- or medium-term fixed interest basis. To minimise the risk to funds, investments are deposited with many banking institutions who are regulated by the Financial Services Authority and are members of the Financial Services Compensation Scheme. The Charity's investment policy is reviewed on an annual basis.

GOVERNANCE

Code for Sports Governance

Sporting Equals is committed to high standards of governance and across 2021/2022 constantly reviewed our governance to ensure that we continued to meet Tier 3 of the Code for Sports Governance (which we were proud to have achieved formal compliance against in August 2018). Maintaining compliance is ongoing as part of our good governance.

In December 2021 the new Code for Sports Governance was published by Sport England / UK Sport and Sporting Equals is working on aligning to the revised code by December 2022.

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued) Year ended 31 March 2022

Legal structure and governing document

Sporting Equals is registered as a charity in England and Wales (1119365) and is registered with Companies House as a Private Limited Company by guarantee (05853520). Sporting Equals therefore does not have a share capital, the liability of members is limited, and details of their guarantee are given in the notes to the financial statements. Sporting Equals is governed by the rules and regulations within its Memorandum and Articles of Association. Sporting Equals Memorandum of Association states that the charity's objects are:

"To promote equality and diversity in sport for the public benefit in the United Kingdom by

- a) working towards the elimination of discrimination on the grounds of race;*
- b) promoting the participation and integration of members of ethnic minority, migrant and refugees' communities in sport;*
- c) advancing education and raising awareness in equality and diversity;*
- d) conducting or commissioning research of equality and diversity issues and publishing the results to the public; and*
- e) promoting ethical standards of conduct and compliance with the law in relation to race relations and racial equality".*

Sporting Equals' Trustees (Directors) and other volunteers

Sporting Equals is governed by a Board of Trustees (Directors). As Sporting Equals is both a registered charity and private company limited by guarantee, Sporting Equals' Trustees are also company Directors and therefore beholden to both charity and company law.

The Board of Trustees meets formally at least four times a year (together with the Chief Executive and other senior managers as required) as well as specific sub committees which are detailed below. The Board of Trustees is responsible for the strategic direction and governance of the Charity. The Board of Trustees delegates responsibility for the delivery of the business plan and provision of services to the Chief Executive.

Sporting Equals' Board of Trustees currently includes ten Trustees (with the Articles of Association allows a maximum of twelve Trustees). Trustees are elected for a three-year term and may not serve more than three consecutive terms of three years (with a break of at least four years required before standing for re-election). Sporting Equals' Board of Trustees has four sub- committees where trustees with specific skills and experience can focus on priority governance areas in more detail (Finance, Audit, HR & Remunerations). Due to the small size of the Board, the Board currently acts as the Nomination Committee.

Sporting Equals' Trustees are volunteers who bring valued experience to Sporting Equals from a range of backgrounds. Sporting Equals' Trustees do not receive remuneration for their time or services as Trustees and only directly incurred expenses are reimbursed (with any expenses reclaimed as set out in note 6 to the financial statements). Sporting Equals has a Trustee Conflict of Interest policy and register, where all Trustees declare any conflict of interest.

New Trustees undergo induction training to brief them on their legal obligations under both charity and company law, the content of the Memorandum and Articles of Association, the charity's structure and decision-making process, the charity's recent performance (including the most recent Annual Report and Accounts) and the charity's strategy (including the charity's current business plan).

Appropriate indemnity insurance cover is held for the Trustees of the Charity (in line with Sporting Equals' Articles of Association).

Sporting Equals also continues to engage special advisers who, on a voluntary basis, provide additional advice to the board and officers on matters such as research, business development and income diversification.

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued) Year ended 31 March 2022

Sporting Equals' Trustees (and appointment dates)

Densign White MBE - Chair (23 April 2012)
Beverley Mason - Senior Independent Director (27 January 2015)
Naz Deen (20 January 2021)
Lorraine Deschamps MBE (15 February 2016)
Craig Edmondson (27 February 2019)
Urvasi Naidoo (10 January 2019)
Yun Hui Teoh (20 January 2021)
Barbara Thompson (20 January 2021)
Vanessa Wallace (20 January 2021)

Sporting Equals' Staff

Staff at the end of March 2022 comprised:

- Chief Executive, Arun Kang OBE
- Director of Development, Nik Trivedi
- Director of Projects, Shaheen Bi
- Operations and Governance Manager, Marie Bagley
- Policy and Advocacy Manager, Emily Carter
- Marketing and Communications Manager, Jas Kaur
- Research Manager, Vip Artpradid
- Regional Manager (South), Tim Masih
- Regional Manager (North), Marie Cartwright
- Membership Officer (Digital), Charlotte Koi-Larbi
- Executive Support Officer, Sue Lino

Key Management Personnel

Following are the key management of the charity during the year end of March 2022:

- Chief Executive, Arun Kang OBE
- Director of Development, Nik Trivedi
- Director of Research, Shaheen Bi

DIRECTORS' AND TRUSTEES' REPORT (continued)
Year ended 31 March 2022

Risk Management

The Board of Trustees identifies and reviews risks at every Board meeting using a formal risk register - to ensure that key risks facing the organisation are identified and appropriate actions are put in place to mitigate those risks. As part of the Charity's risk management process, the Trustees acknowledge their responsibility for the Charity's system of internal control and reviewing its effectiveness.

Risk is also a regular item on the Senior Management Team meeting agendas, with risks identified and escalated up to the Board of Trustees as appropriate.

We have detailed below the key areas of risk that have been identified and our approach to mitigation, the continued recovery from the Covid-19 pandemic and the impact of this to this has affected all areas of our work and each area of risk has been reviewed with this lens.

Funding & Fundraising - risk that Sporting Equals does not generate enough income to cover it's commitments

We have continued to access new funding streams and work closely with our existing contractual commitments we are continuing to diversify of income generation portfolio.

In April 2020, in light the global pandemic, to add further financial security the Board of Trustees voted to increase the maximum amount of reserves allowed from 3 – 6 months of operating costs to 6 – 12 months of operating costs which we have maintained.

Staffing – risk that Sporting Equals has inadequate staffing resources to deliver its contractual commitments

Sporting Equals has focus on retention and staff development, with staff having regular 1:1s, performance reviews, in-house training and development in place. Role mapping has been completed and a skills matrix developed to use in conjunction with appraisals and development to assess organisational strengths and areas of development.

A staff-led wellbeing group was established during the pandemic to offer a further safe space for staff for open discussion this is in addition to an anonymous staff survey system.

In February 2022 a hybrid model was put into place and is being reviewed regularly with staff to ensure the model supports the needs of the business and staff wellbeing. Staff benefit from the ability to work from home a majority of the time while still having office space to use when needed and in person relationship building and support from their colleagues and line managers.

Data Protection – risk that Sporting Equals or its partners inadvertently disclose personal data

A Data Protection & Records Management Policy is in place, alongside associated protocols.

Reviews of IT security as well as GDPR protocols are completed annually. Sporting Equals has cloud-based systems, which enables managerial oversight and allowed for minimal disruption with the move to working from home during the pandemic.

IT security and Data Protection to reduce the risk of inadvertent breaches by individuals' forms part of the induction for new staff.

As part of our governance and operations continual review we also regularly receive and review updates from the Information Commissioner's Office to identify any areas of good practice / breaches from other organisations that we can learn from.

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued) Year ended 31 March 2022

Governance – risk that the governance arrangements of Sporting Equals do not meet best practice

Corporate governance structures and systems are in place to meet all legal requirements, together with governance requirements of funders.

Compliance with Tier 3 requirements of the Code of Governance for Sport has been achieved is regularly reviewed. In December 2021 the new Code for Sports Governance was published by Sport England / UK Sport and Sporting Equals is working on aligning to the revised code by December 2022.

Sporting Equals also regularly engages with the Sports Governance Academy as part of continual review, sharing good practice and development.

Safeguarding – risk that a major incident takes place at a Sporting Equals event or funded activity

Safeguarding remains a constant area of focus, both in terms of Sporting Equals internal delivery and the provision of any delivery partners.

Sporting Equals have risk-based approach to checking and challenging our safeguarding policy and practice to ensure the well-being of all. All staff take part in an annual review of the safeguarding policy and are involved in regularly reviewing any potential risks to well-being with regards to any of the work of Sporting Equals and putting mitigation in place.

A safeguarding meeting is held monthly to review current work and any new work being planned.

In 2021/22 Sporting Equals reviewed and updated our safeguarding policies and processes to better reflect our holistic and pro-active culture on safeguarding.

PLANS FOR FUTURE PERIODS

Sporting Equals is again leading in influence and advocacy and pioneering on many fronts to tackle inequality in the sport sector related to ethnically diverse communities. We use pilot projects, campaigns and case studies to make a change in the sport and physical activity sector.

In 2022/23 we will continue to focus on the key inequalities in the sport and physical activity sector and work to tackle systemic racism that limit the opportunities of ethnically diverse communities. We will continue to deliver local projects to ensure communities are healthier and stronger and more empowered locally.

We will continue to campaign through events and media opportunities and showcase local sporting ethnically diverse projects and present and feature ethnically diverse champions utilising our events to help break down perceptions and ultimately inspire the next generation of ethnically diverse talent and local projects. To meet our key objectives, we will continue to tackle the unfair lack of diversity in leadership positions that are ultimately responsible for the decisions an organisation makes and ensure these are more accurate and positively impactful for ethnically diverse groups.

We will continue to campaign for a 20% target of ethnically diverse board members for national sports organisations and will follow on our success to retire the term Black, Asian and Minority Ethnic (BAME) continue to advocate for specific terms to be used when dealing with barriers faced by or lack of representation of specific groups.

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued) Year ended 31 March 2022

Key ambitions for 2022 / 2023 include:

This year we will increase our research activity to form the basis to all our work especially to support our influence and advocacy work. We will use appropriate research methodologies to build a robust evidence base, meet the KPIs of funders and ensure that research support is provided to colleagues to achieve their specific projects aims. For example, the Charter and consultancy offer of Sporting Equals will include research as a basis to understanding the challenges prior to developing an action plan. The overall ambitions for the year include:

- Distribute grants to ethnically diverse communities including our Associate Members to support them in the challenges they have faced due to COVID-19 and support in sport and physical activity locally.
- Increase the number of signatories to our Sporting Equals Charter and further promote its effectiveness.
- Continue to deliver the Community Cohesion project called Breaking Boundaries, in partnership with the Youth Sport Trust.
- Increase our work through faith centres particularly through the Equally Active project funded by the London Marathon Charitable Trust.
- Contract in 10 community organisations to support the roll out of the 'Girls Powered' project funded through the Sweaty Betty Foundation.
- Engage with 12-15 community partners to support the roll out of the 'Back2Active' project funded through Peloton.
- Launch the Race Representation Index (Pilot with QPR) and roll out in 2021, with reporting in 2021
- To work towards identifying corporate sponsors to help deliver more community projects on the ground.
- Raise the issues of racism in the sport sector through a podcast that features the lived experiences of ethnically diverse individuals in sport or physical activity.
- Deliver the seventh annual Sporting Equals Ethnic Diversity Awards to showcase talent and grassroots projects and volunteers.
- Monitor the work of sport and physical activity organisations that have committed through a statement to support black communities with opportunities in the sector.
- Promote through events and media the lack of British Asian men and women in professional sport at all levels.
- Increase Sporting Equals' financial sustainability through income diversification - to fund key projects that meet the mission and outcomes of the Charity.
- Deliver a race equality conference to ensure the inequality in sport and physical activity is raised the highest level.
- Deliver LeaderBoard and/or Youth LeaderBoard to continue raising the profile of the lack of ethnic diversity in the workforce and in the boardrooms of sport.
- Deliver the 'Youth LeaderBoard in partnership with Zwift to help get more young people from diverse communities engaging with the sector

Please go to www.sportingequals.org.uk for further details of the work of Sporting Equals.

Statement of trustees' responsibilities

The trustees (who are also directors for the purposes of company law) are responsible for preparing the Directors' and Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepting Accounting Practice).

Company law requires the directors 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 these financial statements, the directors are required to:

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued) Year ended 31 March 2022

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The directors are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and 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 the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the directors are aware:

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements may differ from legislation in other jurisdictions.

Independent Examiner

The basic audit threshold is £1 million. No audit is required for the year ended 31 March 2022. This will be the case for the following year therefore quotes for the Independent Examination for the year ending 2022 will be obtained after which the Independent Examiners will be proposed for the reappointment in accordance with the Charity Commission.

The financial statements have been prepared in accordance with the special provisions relating to company's subject to the small companies' regime within Part 15 of the Companies Act 2006.

Approved by the Board on 20/12/2022 and signed on its behalf by:

D White
Chair



SPORTING EQUALS

Independent Examiner's reports Year ended 31 March 2022

I report on the accounts of the company for the period 1 April 2021 to 31 March 2022, which are set out on pages 21 to 36.

Responsibilities and basis of report

As the charity's trustees (and also the 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.

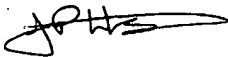
Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, I have examined your charity's accounts as required under section 145 of the Charities Act 2011 ('the Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

My role is to state whether any material matters have come to my attention giving me cause to believe:

1. that accounting records were not kept as required by section 386 of the Companies Act 2006; or
2. that the accounts do not accord with those records; or
3. that the accounts do not comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the 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; or
4. that there is further information needed for a proper understanding of the accounts.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of ICAEW which is one of the listed bodies. I have completed my examination and have no concerns in respect of the matters (1) to (4) listed above and, in connection with following the Directions of the Charity Commission I have found no matters that require drawing to your attention.



Jeremy Kitson FCA
ICAEW
Prime
Chartered Accountants
Corner Oak
1 Homer Road
Solihull
B91 3QG
Date: 21/12/2022.....

SPORTING EQUALS

STATEMENT OF FINANCIAL ACTIVITIES (Incorporating the income and expenditure account) for the year ended 31 March 2022

		Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
	Notes				
Incoming resources					
Donations	3	17,315	-	17,315	9,399
Charitable activities	3	387,289	578,899	966,188	691,859
Investments – interest received	3	30	-	30	181
Total incoming resources	3	404,634	578,899	983,533	701,439
Expenditure on:					
<i>Charitable activities</i>		144,512	578,458	722,970	626,688
Total resources expended	4	144,512	578,458	722,970	626,688
Net incoming/ (outgoing) resources before transfers being net income/ (expenditure) for the year		260,122	441	260,653	74,751
Transfers between funds		-	-	-	-
Net movement in funds		260,122	441	260,563	74,751
Reconciliation of funds					
Total funds brought forward		364,392	43,670	408,062	333,311
Total funds carried forward		624,514	44,111	668,625	408,062

The statement of financial activities includes all gains and losses in the year.

All incoming resources and resources expended derive from continuing activities.

The notes on page 24 to 36 form part of these financial statements.

SPORTING EQUALS

BALANCE SHEET
AS AT 31 MARCH 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible fixed assets	7	10,190	3,909
Current assets			
Debtors	8	297,568	143,713
Cash at bank and in hand		610,014	641,395
		907,582	785,108
Creditors: amounts falling due within one year	9	(249,147)	(380,955)
Net current assets		658,435	404,153
Net assets		668,625	408,062
Represented by:			
Unrestricted funds	10	611,514	351,393
Designated funds	10	13,000	13,000
Restricted funds	10	44,111	43,669
Total funds		668,625	408,062

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

The members have not required the company to obtain an audit of its financial statements for the ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) Ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing the financial statements, which give a true and fair view of the state of affairs of the charity 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 special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies.

The financial states were approved the Board of Trustees on 20/12/2022 and were signed on its behalf by:

D White
Trustee



SPORTING EQUALS

STATEMENT OF CASH FLOWS
AS AT 31 MARCH 2022

	Note	2022 £	2021 £
Cash flow from Operating activities	12	(17,959)	401,483
Net cash flow from Operating activities		(17,959)	401,483
Cash flow from investing activities			
Office equipment		(13,452)	-
Interest received:			
- Deposit		30	181
Net cash flow from Investing activities		(13,422)	181
Net Increase / (decrease) in cash and cash equivalents		(31,381)	401,664
Cash and cash equivalents at 1st April 2021		641,395	239,731
Cash and cash equivalents at 31st March 2022		610,014	641,395
Cash and cash equivalents consists of:			
- Cash at bank and in hand		610,014	641,395

See note 12 for reconciliation of net income / (expenditure) to net cash flow from operating activities

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2022

1. Summary of significant accounting policies

(a) General information and basis of preparation

Sporting Equals is a charitable company in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities to actively promote greater involvement in sport and physical activity for disadvantaged communities particularly the black and minority ethnic population. Sporting Equals is a national partner of Sport England and advisors to the Department of Culture Media and Sport.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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) issued on 16 July 2014, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2015.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £.

The charitable company has taken advantage of the option provided in SORP (FRS102) to use headings in the Statement of Financial Activity that are applicable to its operations rather than reporting on an activity basis.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have consistently applied to all years presented unless otherwise stated.

The charity adopted SORP (FRS 102) in the current year and no adjustments to previously reported figures were required.

(b) Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which will not designated for other purposes.

Designated funds comprise unrestricted funds that have set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which will used in accordance with specific restrictions imposed by donors or which have raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

(c) Income recognition

All incoming resources are included in the Statement of Financial Activities (SOFA) when the charity is legally entitled to the income after any performance conditions have met, the amount can measure reliably and it is certain that the income will be received:

NOTES TO THE FINANCIAL STATEMENTS (continued)
for the year ended 31 March 2022

For donations to be recognized the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained, then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102).

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

The charity receives government grants in respect of funding from Sport England. Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met, then these amounts are deferred.

Investment income is earned through holding assets for investment purposes such as surplus funds on bank deposit. Interest income is recognised using the effective interest method.

(d) Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

(e) Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, and administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources. Premises and other overheads have been allocated on a percentage use of resources basis.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

The analysis of these costs is included in note 4.

(f) Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS (continued) for the year ended 31 March 2022

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

IT equipment 33% straight-line basis

(g) Debtors and creditors receivable/ payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

(h) Leases

Assets acquired under finance leases are capitalised and depreciated over the shorter of the lease term and the expected useful life of the asset. Minimum lease payments are apportioned between the finance charge and the reduction of the outstanding lease liability using the effective interest method. The related obligations, net of future finance charges, are included in creditors.

Rentals payable and receivable under operating leases are charged to the SOFA on a straight line basis over the period of the lease.

(i) Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

(j) Tax

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

(k) Going concern

The financial statements have been prepared on a going concern basis, as the trustees has determined that there is no material uncertainty that casts doubt on the entity's ability to continue as a going concern. COVID-19 is not expected to have a significant impact on the entity. It expects that COVID-19 might have some impact, though not significant, for example, in relation to expected future performance, or the effects on some future asset valuations. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS (continued) for the year ended 31 March 2022

2. Comparative information – Statement of Financial Activities 2021

		Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
	Notes				
Incoming resources					
Donations	3	9,399	-	9,399	5,792
Charitable activities	3	159,539	532,320	691,859	672,356
Investments – interest received	3	181	-	181	163
Total incoming resources	3	169,119	532,320	701,439	678,311
Expenditure on:					
<i>Charitable activities</i>		101,009	525,679	626,688	687,460
Total resources expended	4	101,009	525,679	626,688	687,460
Net incoming/ (outgoing) resources before transfers being net income/ (expenditure) for the year		68,110	6,641	74,751	(9,149)
Transfers between funds		-	-	-	-
Net movement in funds		68,110	6,641	74,751	(9,149)
Reconciliation of funds					
Total funds brought forward		296,283	37,028	333,311	342,460
Total funds carried forward		364,393	43,669	408,062	333,311

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

3. Analysis of Income 2022

	Unrestricted £	Restricted £	2022 Total £	2021 Total £
Charitable activities				
Sport England grant	-	400,000	400,000	403,000
LMCT	-	47,250	47,250	50,667
LTA	37,200	-	37,200	17,050
Spirit	-	81,494	81,494	78,653
EFDS / GOGA	-	-	-	-
Sweaty Betty	-	50,155	50,155	-
Other	350,089	-	350,089	142,489
Total from charitable activities	387,289	578,899	966,188	691,859
 Donations	 17,315	 -	 17,315	 9,399
 Investment income – Interest received	 30	 -	 30	 181
 Total	 <u>404,634</u>	 <u>578,899</u>	 <u>983,533</u>	 <u>701,439</u>

Of the total income received in 2022 £983,533 (2021 - £701,439), £404,634 (2021 - £169,119) related to unrestricted income and £578,899 (2021-£532,320) related to restricted income.

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

3a. Analysis of Income 2021 - Comparatives

	Unrestricted £	Restricted £	2021 Total £	2020 Total £
Charitable activities				
Sport England grant	-	403,000	403,000	399,687
LMCT	-	50,667	50,667	72,333
LTA	17,050	-	17,050	-
Spirit	-	78,653	78,653	86,941
EFDS / GOGA	-	-	-	14,830
Tennis Foundation	-	-	-	26,000
BEDSA	-	-	-	61,357
Other	142,489	-	142,489	11,208
Total from charitable activities	159,539	532,320	691,859	672,356
 Donations	 9,399	 -	 9,399	 5,792
 Investment income – Interest received	 181	 -	 181	 163
 Total	 <u>169,119</u>	 <u>532,320</u>	 <u>701,439</u>	 <u>678,311</u>

Of the total income received in 2021 £701,439 (2020 - £678,311), £169,119 (2020 - £74,350) related to unrestricted income and £532,320 (2020-£603,961) related to restricted income.

SPORTING EQUALS
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS (Continued)
for the year ended 31 March 2022

4. Total resources expended 2022

		Sport England £	LTA £	LMCT £	Spirit £	Sweaty Betty £	Other £	2022 Total £	2021 Total £
Direct allocated costs	Basis								
Staff costs	Direct	296,864	21,569	33,987	54,597	30,449	47,074	484,540	430,986
Staff welfare	Direct	43	-	-	-	-	2,024	2,067	1,274
Agency staff	Direct	-	3,924	13,818	14,251	216	3,665	35,874	37,435
Travel & subsistence	Direct	5,230	-	39	1,297	118	5,355	12,039	475
Staff training & development	Direct	100	-	-	-	540	4,917	5,557	795
Refreshments	Direct	698	-	-	46	-	867	1,611	68
Project expenses	Direct	7,720	-	125	-	-	2,578	10,423	25,038
Bank charges	Direct	152	11	19	25	12	68	287	295
Depreciation	Direct	-	-	-	-	-	8,365	8,365	4,179
Consultancy costs	Direct	18,835	1,022	1,258	3,153	403	25,632	50,303	20,375
Equipment	Direct	544	-	-	-	-	136	680	907
Marketing Comm & Pun;	Direct	9,148	114	966	521	162	1,708	12,619	5,935
Legal & Professional	Direct	28,620	1,600	4,364	4,681	1,744	5,818	46,827	47,405
Support costs allocated to activities									
Office expenses	% use of resources	4,896	321	744	1,045	382	906	8,294	6,610
IT expenses	% use of resources	5,445	134	253	475	185	1,011	7,503	7,163
Insurance	% use of resources	5,962	300	650	828	315	842	8,897	8,806
Property costs	% use of resources	15,743	1,182	2,380	3,150	1,260	3,369	27,084	28,942
Total resources expended		400,000	30,177	58,603	84,069	35,786	114,335	722,970	626,688
		=====	=====	=====	=====	=====	=====	=====	=====

Of the total expenditure in 2022 £722,970 (2021 - £626,688), £144,512 (2021 - £101,009) related to unrestricted funds and £608,635 (2021 - £525,679) related to restricted funds.

SPORTING EQUALS
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS (Continued)
for the year ended 31 March 2022

4a. Total resources expended 2021 - Comparatives

		Sport England £	LTA £	LMCT £	Spirit £	Other £	2021 Total £	2020 Total £
Direct allocated costs	Basis							
Staff costs	Direct	292,334	1,570	23,790	46,278	67,014	430,986	377,890
Staff welfare	Direct	1,274	-	-	-	-	1,274	2,568
Agency staff	Direct	-	1,779	8,441	21,981	5,234	37,435	32,847
Travel & subsistence	Direct	119	-	91	67	198	475	28,797
Staff training & development	Direct	795	-	-	-	-	795	238
Refreshments	Direct	49	-	8	5	6	68	3,313
Project expenses	Direct	17,477	2	24	2,656	4,879	25,038	117,238
Bank charges	Direct	190	4	15	32	54	295	292
Depreciation	Direct	-	-	-	-	4,179	4,179	3,754
Consultancy costs	Direct	18,836	99	-	-	1,440	20,375	33,280
Equipment	Direct	722	3	21	55	106	907	849
Marketing Comm & Pun;	Direct	4,050	200	990	300	395	5,935	8,733
Legal & Professional	Direct	31,928	243	2,571	5,449	7,214	47,405	19,240
Support costs allocated to activities								
Office expenses	% use of resources	4,137	47	493	1,053	880	6,610	10,293
IT expenses	% use of resources	4,117	24	287	567	2,168	7,163	13,325
Insurance	% use of resources	6,586	43	503	1,114	560	8,806	4,702
Property costs	% use of resources	20,386	168	1,881	4,007	2,500	28,942	30,101
Total resources expended		403,000 =====	4,182 =====	39,115 =====	83,564 =====	96,827 =====	626,688 =====	687,460 =====

Of the total expenditure in 2021 £626,688 (2020 - £687,460), £101,009 (2020 - £74,720) related to unrestricted funds and £525,679 (2020 - £612,740) related to restricted funds.

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2022

5. Net incoming resources for the year

	2022 £	2021 £
Net incoming resources for the year are stated after charging:		
Independent examiner's fee – current year	1,740	1,740
Depreciation	7,172	4,179

6. Employee information

	2022 £	2021 £
Staff costs		
Wages and salaries	421,627	374,395
Social security costs	41,043	34,307
Other pension costs	21,870	22,284
	<u>484,540</u>	<u>430,986</u>
	2022 No.	2021 No.
Average number of employees employed during the year.		
Administration	<u>11</u>	<u>10</u>

The number of employees whose annual emoluments were £60,000 or more were:

	2022 £	2021 £
£60,000 - £70,000	1	-
£70,000 - £80,000	-	1
£80,000 - £90,000	-	-
£90,000 - £100,000	1	-
£100,000 - £110,000	-	1
Above £110,000	-	-

Key Management Personnel of the Charity comprise of the Senior Executive team which includes Chief Executive Officer, Director of Development and Director of Projects and Director of Operations & Governance whose total salary and benefits are £239,546 (2021: £232,746). Key management personnel are set out in the directors' and Trustees' Report at Page 15.

No Trustees received remuneration during the year (2021: £nil).

No expenses were paid to trustees in the year.

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2022

7. Tangible fixed assets

	IT Equipment £	Total £
Cost		
At 1 April 2021	13,732	13,732
Additional during the year	13,452	13,452
At 31 March 2022	<u>27,184</u>	<u>27,184</u>
Depreciation		
At 1 April 2021	9,822	9,822
Charge for the year	7,172	7,172
At 31 March 2022	<u>16,994</u>	<u>16,994</u>
Net book value At 31 March 2022	<u>10,190</u>	<u>10,190</u>
At 31 March 2021	<u>3,909</u>	<u>3,909</u>

8. Debtors

	2022 £	2021 £
Trade debtors	293,209	125,912
Other debtors	1,680	10,750
Prepayments	2,679	2,551
Accrued income	-	4,500
	<u>297,568</u>	<u>143,713</u>

9. Creditors: Amounts falling due within one year

	2022 £	2021 £
Trade creditors	10,064	2,571
Credit card	2,017	54
Pension payable	4,784	2,016
Accruals	1,740	1,740
Deferred income	38,770	5,417
Other creditors	191,772	369,157
	<u>249,147</u>	<u>380,955</u>

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2022

10. Reconciliation of movements in funds

	1 April 2021 £	Incoming resources £	Outgoing resources £	Transfers £	31 March 2022 £
Unrestricted funds	351,393	404,634	144,513	-	611,514
Designated funds	13,000	-	-	-	13,000
Restricted funds					
Sport England	-	400,000	400,000	-	-
Spirit	15,721	81,494	84,068	-	13,147
Sweaty Betty		50,155	35,786	-	14,369
LMCT	27,948	47,250	58,603	-	16,595
	43,669	578,899	578,457	-	44,111
Total funds	408,062	983,533	722,970	-	668,625

10a. Reconciliation of movements in funds 2021 – Comparatives

	1 April 2020 £	Incoming resources £	Outgoing resources £	Transfers £	31 March 2021 £
Unrestricted funds	283,283	169,119	(101,009)	-	351,393
Designated funds	13,000	-	-	-	13,000
Restricted funds					
Sport England	-	403,000	(403,000)	-	-
Spirit	20,632	78,653	(83,564)	-	15,721
LMCT	16,396	50,667	(39,115)	-	27,948
	37,028	532,320	(525,679)	-	43,669
Total funds	333,311	701,439	(626,688)	-	408,062

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2022

Designated funds

The designated fund is a fund the Trustees have agreed to ring-fence in order to cover any future redundancy costs in the event the charitable company was to cease its operations.

Restricted funds

Sport England provides grant funding for agreed outputs under its national partner programme.

Spirit of 2012 - funds Sporting Equals and Youth Sport Trust as National Delivery partners to deliver the Breaking Boundaries project which uses cricket as a catalyst for social cohesion within five locations in England.

London Marathon Charitable Trust - has provided funding to support a faith centre model supporting communities to become physically active.

Sweaty Betty - has provided funding during 2022 to help support a faith centre model supporting communities

11. Analysis of net assets between funds

	General funds £	Designated funds £	Restricted funds £	Total £
Fund balances at 31 March 2022 are represented by:				
Tangible fixed assets	10,190	-	-	10,190
Current assets	850,471	13,000	44,111	907,582
Current liabilities	(249,147)	-	-	(249,147)
	<u>611,514</u>	<u>13,000</u>	<u>44,111</u>	<u>668,625</u>
Total net assets	=====	=====	=====	=====

11a. Analysis of net assets between funds 2021 - Comparatives

	General funds £	Designated funds £	Restricted funds £	Total £
Fund balances at 31 March 2021 are represented by:				
Tangible fixed assets	3,909	-	-	3,909
Current assets	728,439	13,000	43,669	785,108
Current liabilities	(380,955)	-	-	(380,955)
	<u>351,393</u>	<u>13,000</u>	<u>43,669</u>	<u>408,062</u>
Total net assets	=====	=====	=====	=====

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2022

12. Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2022 £	2021 £
Net income for the year	260,563	74,751
Interest receivable	(30)	(181)
Depreciation and impairment of tangible fixed assets	7,172	4,179
Decrease / (Increase) in debtors	(153,855)	45,883
Increase / (Decrease) in creditors	(131,808)	276,851
Net cash flow from operating activities	(17,958)	401,483

13. Controlling party

The charitable company is under the control of the Board of Trustees.

14. Pension contributions

There was a creditor of £4,784 (2021: £2,016) at the year-end.

15. Company status

The company is limited by guarantee and does not have any share capital.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while he is a member or within one year after ceasing to be a member, for payments of the debts and liabilities of the company contracted before he ceased to be a member, and the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves such amount as may be required, not exceeding £1.

SPORTING EQUALS

England & Wales - Charity number 1119365

Accounts

Company No: 05853520

Charity No: 1119365

SPORTING EQUALS

(A company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS

31 MARCH 2021

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SPORTING EQUALS

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SPORTING EQUALS

LEGAL AND ADMINISTRATIVE INFORMATION

Registered Charity Name	Sporting Equals
Company number	05853520
Charity number	1119365
Trustees and directors:	Densign White MBE Beverley Mason Lorraine Deschamps MBE Christine Ohuruogu MBE (Resigned on 01/10/2021) Urvasi Naidoo Craig Edmondson Vanessa Wallace (Appointed on 20/01/2021) Yun Hui Teoh (Appointed on 20/01/2021) Naz Deen (Appointed on 20/01/2021) Barbara Thompson (Appointed on 20/01/2021)
Chief Executive	Arundeeep Kang OBE
Registered Office	Office 8, Wellington House Starley Way Birmingham International Park, Birmingham B37 7HB
Bankers	HSBC 46 Old Church Road Chingford London E4 8DB
Independent Examiners	Prime Chartered Accountants Corner Oak, 1 Homer Road Solihull B91 3QG

DIRECTORS' AND TRUSTEES' REPORT
Year ended 31 March 2021

The directors and trustees have pleasure in presenting their report and financial statements for the year ended **31 March 2021**.

Objectives and activities

Sporting Equals is a national charity, which is at the forefront of championing race equality and promoting ethnic diversity in sport and physical activity across the UK. We are experts in engaging ethnically diverse communities into sport and physical activity and advising sports bodies on race equality and community engagement.

Our mission is to create healthier, fairer and stronger communities through sport and physical activity. We inform, influence and inspire in order to create a society in which ethnically diverse communities can participate in and influence all levels of sport and physical activity (from grassroots to elite).

Sporting Equals has three key objectives:

- To raise awareness and understanding of the needs of ethnically diverse communities within the sport and physical activity sector to change attitudes and increase participation.
- To empower individuals and communities to play a part in this change and achieve their full potential through playing sport and being active.
- To advise and support policymakers and delivery bodies to ensure policies and practices are fair and offer equality of opportunity.

These objectives will have been completed when:

- Ethnically diverse communities can influence and participate in all aspects of sport and physical activity.
- Ethnically diverse communities statistically are represented at all levels across sport and physical activity
- The governors and providers of sport and physical activity recognise and value a fully integrated and inclusive society and race equality is at the heart of sports governing bodies who recognise, celebrate and implement effective interventions for increased involvement of ethnically diverse communities across sport.

Our work includes:

- Supporting organisations in becoming more inclusive
- Promoting sport and healthier living to ethnically diverse communities
- Researching and building insight locally to develop new innovative models of participation
- Empowering ethnically diverse organisations to deliver sport and physical activity locally
- Promoting and delivering the wider benefits of sport.
- Developing ethnically diverse professionals to take up positions on national governing bodies of sport and other organisations within sport and physical activity sector
- Highlighting the inequality across sport and physical activity and developing projects for change

Five key values guide our work:

- **Energy.** We are passionate and committed. We inject vision and energy into projects, getting fully involved and going the extra mile.
- **Honesty.** We work with integrity. We are trusted by the communities and organisations we work with because we are honest, open and accountable.
- **Equality.** We believe in equality because fair societies and inclusive organisations are those where all can achieve their full potential.
- **Leadership.** We are pioneers. As the ground-breakers of our field, we set the agenda, raising standards and pushing the boundaries in best practice.
- **Creativity.** We are agents of change with creativity and flexibility, we deliver innovative, effective solutions that make a real difference.

DIRECTORS' AND TRUSTEES' REPORT (continued) Year ended 31 March 2021

Sporting Equals' five key outcomes are:

1. Increasing participation
2. Building cohesive communities
3. Diversifying the sport sector
4. Improving health and lifestyles
5. Growing talent at an elite level from diverse communities

Sporting Equals has a unique reach into 5000 ethnically diverse organisations that includes sports clubs, faith centres and community groups. We work closely with suppliers and deliverers of sporting opportunities and ethnically diverse customers of sporting opportunities. We are the go-to organisation for NGBs and sports organisations from community brokerage to board vacancy services. We have strong relationships with the media (mainstream, ethnic and faith) and a strong social media presence to achieve significant reach and influence. We have a proven track record and strong empathy with our ambassadors as role models to inspire and influence from grassroots to elite champions.

We have a successful record of creating pioneering projects including the Sporting Equals Race Equality Charter, the British Ethnic Diversity Sports Awards (the most diverse event in the sporting calendar), Making Equals (a Community Cohesion project), LeaderBoard Academy (the first ever leadership programme for board diversity in sport) the British Asians in Sport and Physical Activity (BASPA) Network that was launched in November 2018 and the Sport Monitoring Advisory Panel that monitors the work of sports organisations in sport participation of black communities in the UK.

Ensuring our work delivers public benefit

Sporting Equals provides public benefit through creating a society in which ethnically diverse communities can participate and influence in all levels of sport and physical activity - creating healthier, fairer and stronger communities through sport and physical activity.

Our work fits around the following three policy areas:

- Fairer communities - Recognising that many ethnically diverse communities are underrepresented across levels in sport and physical activity especially in talent pathways and decision-making positions, in senior management, professional coaching, workforce, leadership and elite sport.
- Healthier communities - Recognising the role that physical activity and sport has within public health – tied into evidence that some ethnically diverse groups such as South Asian and Black communities have increased rates of health conditions, for example, heart disease, hypertension and diabetes type 2 and low levels of physical activity.
- Stronger communities - Recognising the wider benefits of sport and using sport to tackle issues of concern around community cohesion and inter/intra-racial/faith conflict. In order to empower ethnically diverse communities and build stronger communities locally through the power of sport.

Sporting Equals reviews its mission, objectives and activities each year. We analyse our research and insight and review the results of our work, and the benefits this has brought to ethnically diverse people in the sport and physical activity sector.

In particular, we continued working in five key cities through our Breaking Boundaries and Equally Active projects in Birmingham, Manchester, London, Slough and Bradford building stronger and healthier communities locally. We have also recruited and developed professionals to take up positions in the boardrooms of sport to support better interventions to engage ethnically diverse communities in sport and physical activity. We launched our Sport Monitoring Advisory Panel this year to tackle the inequalities in sport black communities are facing.

The panel that consists of Maggie Alphonsi MBE, Ama Agbeze MBE, Fiona May, Chris Ramsey and Devon Malcolm will help monitor sports organisations in the progress they have made after many committed to more positive action to support the black communities at all levels in sport. The panel will also showcase best practice within the sector. With regards to public benefit, Sporting Equals' Trustees acknowledge their duty in accordance with the UK Charities Act 2011 and follow the Charity Commission's guidance on the operation of this public benefit.

DIRECTORS' AND TRUSTEES' REPORT (continued)
Year ended 31 March 2021

We are proud to announce that this year our Chair, Densign White, was recognised in the Queen's New Year's honours list with an MBE for his services to sport.

THE ISSUE IN NUMBERS

Ethnically diverse communities are underrepresented in sport at all levels due to many reasons including social, economic, cultural and organisational barriers for example systemic racism. A key area for us to focus on through influence and advocacy is on the organisational culture of sports organisations and tackling the policies and processes and unwritten practices that lead to inequality across sport.

Key statistics include:

- The 2011 Census data suggest that the ethnically diverse population is now around 20% of the England and Wales population which includes the white other groups. (2011 Census). Visible minorities make up 14.5% of the population.
- In some urban cities, ethnically diverse population is over 40% and growing, for example, Leicester (54.9%), Birmingham (46.9%), Manchester (40.7%). London (55.1%) is the most ethnically diverse area. (2011 Census)
- Ethnically diverse groups as a whole are more likely to report ill health, and experience ill health earlier than white British people. Some health variations are linked to poverty and wider social inequalities, although there are a range of inter-linked and overlapping factors. Ethnicity and health (London, Parliamentary Office of Science and Technology, 2007)
- Some ethnically diverse groups are underrepresented when it comes to participation in sport and physical activity. Only 53% of Asian people (excluding Chinese) and 57.1% of Black ethnic groups undertake the recommended levels of physical activity per week (150 minutes) compared to 64.2% White British (Active Lives Adult Survey, May 19/20).
- Broken down by gender, lowest participation is among Asian females (excluding Chinese) (48.3%), followed by Black females (51.3%). (Active Lives Adult Survey, May 19/20)
- The Sporting Equals leadership audit identified that leadership profiles within sport lack diversity. Of 68 sports boards (including NGBs) only 1 have a CEO from an ethnically diverse background, 1 have a Chair from an ethnically diverse background. A recent audit commissioned by Sport England has shown that board positions have increased by 1% to 5%
- England has a sizeable (2 million) non-British white population, many of whom experience poorer health than the white British – notably the Irish, but also other ethnically diverse groups including Eastern Europeans, Gypsy and traveller communities and refugees.
- Among the specific ethnic groups, Pakistani (31.1%) and Bangladeshi (19.3%) people were most likely to live in the 10% most overall deprived neighbourhoods. Pakistanis are over 3 times as likely as White British people to live in the most deprived areas. (English IOD 2019)
- Ethnically diverse groups generally have worse health than the overall population, although some ethnically diverse groups fare much worse than others, and patterns vary from one health condition to the next. Evidence suggests that the poorer socio-economic position of ethnically diverse groups is the main factor driving ethnic health inequalities. (Office of Science and Technology Postnote)
- People from Black ethnic groups were most likely to be diagnosed with Covid-19. Death rates from Covid-19 were highest among Black and Asian groups. Bangladeshi people had around twice the risk of death than people of White British ethnicity. People of Chinese, Indian, Pakistani, Other Asian, Caribbean and Other Black ethnicity had between 10% -50% higher risk of death when compared to White British. (PHE, 2020)
- 73.6% Black adults are overweight or obese. Obesity and being overweight among all other ethnic groups, except White British, is less than the national average. (PHE, 2018/19)
- 52.5% of children and young people from high affluent families participated in an average of 60 minutes or more of physical activity compared to only 38.1% from low affluent families. (Active Lives Children and Young People, 2019/20)

DIRECTORS' AND TRUSTEES' REPORT (continued)
Year ended 31 March 2021

- Obesity was lower among children in higher income households, and higher in households with lower incomes. Children who were overweight/obese were between 22% and 25% in the highest three quintiles, compared with 32% in the second lowest and 37% of those in the lowest income quintile (NHS Digital, Health Survey for England 2019)
- Children of Indian ethnicity were significantly less active overall than all other ethnic groups (Millennium Cohort Study – 2012).
- Obesity in children is highest in Bangladeshi communities (National Obesity Observatory 2011)
- Apart from Manchester (63.4%), Sporting Equals core areas of Barking and Dagenham, Birmingham, Slough and Bradford have a significantly lower activity levels than the England average (62.8%). Barking and Dagenham has the lowest proportion of active people (49.4%). (Active Lives Adult Survey, May 19/20)
- Four in ten (40%) of ethnically diverse participants endure negative experience in sport or physical activity setting, more than double that of white participants. (Sport & Recreation Alliance)
- Research from the Referees Association indicates that not one of 72 referees on the 2018-19 National List was black or Asian. Of 162 National List assistant referees, only a small handful were ethnically diverse. (Referees Association)
- There were 103,379 hate crimes recorded by the police in England and Wales in 2018/19. 76% of hate crimes were race related. There has been a 10% increase in hate crime since 2017/18; upward trend over the last 5 years. Spikes in hate crime have occurred following certain events such as the EU Referendum and the terrorist attacks in 2017. (Hate Crime England and Wales 2018/19)
- Segregation between the white British majority and minorities remains quite high minorities in many towns and cities, traditionally the areas of settlement for minorities, are becoming more isolated from white British people, (Casey Review)

WE ARE MAKING A DIFFERENCE THROUGH RESEARCH AND EDUCATION, INFLUENCE AND ADVOCACY, MARKETING AND COMMUNICATIONS, AND COMMUNITY EMPOWERMENT AND BROKERAGE.

By conducting research with ethnically diverse communities, we have been able to influence and advocate for change. Through media and social media, we have increased the knowledge of the sport sector and ethnically diverse communities to make a change.

Research Strategy 2020-2023

This Research Strategy provides a framework to guide our insight and research work for the next 3 years and contributes to the implementation of Sporting Equals 2020-23 Business Strategy. The strategy builds on our knowledge and evidence gaps identified by previous research, strategies of national partners, local and national government priorities for physical activity and other relevant strategies, needs of local partnerships and a review of our core projects and activities. The strategy was updated in February 2021 to reflect the changes resulting from the Covid-19 pandemic.

**Key Research undertaken during 2020/21 includes;
Sporting Communities – Coaching for All Project**

Sporting Equals, commissioned by Sporting Communities, reported on the effectiveness of course materials and participant experience of the Coaching for All programme in Stoke and Derby. This Sport England funded programme enabled individuals from ethnically diverse backgrounds to learn new coaching skills, improve their access to coaching opportunities and support their ongoing development as coaches. Sporting Equals designed feedback surveys and reported on each of the 6 modules delivered over the 12-month period as well as preparing case studies capturing the learner journey of 7 participants. This support will enable Sporting Communities to continue to develop their programme to reach and engage more potential and existing coaches from ethnically diverse communities.

DIRECTORS' AND TRUSTEES' REPORT (continued)
Year ended 31 March 2021

Alongside this Sporting Equals also supported with training and resource development.

Active Lives Adult Report, May 2019/20: In 2020/21 we analysed the findings of the May 2019/20 Active Lives Survey with a specific focus on the responses of adults aged 16+ from ethnically diverse communities across England. The first reported on the widening inequalities as White British adults showed a steady increase in participation over the 12-month period while all other ethnic groups maintained a flat trend. Once again Asian people (excluding Chinese) were the least active (53%) and Asian females (48.3%) and Black females (51.3%) continued to be the less physically active of all groups (at least 150 minutes a week). This report was shared on Sporting Equals website and social media.

Active Lives Adult Covid-19 Report 2020: This report considered the impact of Covid-19 and the first national lock-down over the period mid-March to mid-May 2020. The research highlighted people from ethnically diverse communities had found it much more difficult to stay active in this period. The data revealed an 18% drop in activity compared to the same period in 2019 among people from 'Other' ethnic backgrounds and a 14% drop among Black and Asian communities (excluding Chinese). Although Asian and Black males and females were among the least active during the early lockdown period, inactivity increased among males. Larger drops in activity among Asian and Black males (20.8% and 19.5% respectively) reduced gender imbalances. This report was shared on Sporting Equals website and social media.

Active Lives Children and Young People Report, Academic Year 2019/20

In 2020/21 we analysed this report which reviewed participation in physical activity over the 2019/20 academic year and the impact of Covid-19 on children from ethnically diverse communities. Black children and young people were least active during the 2019/20 academic year – only 35% did an average of 60 minute or more a day of physical activity. Girls from Black, Other ethnic and Asian backgrounds were most inactive during this period. Over the summer term when the impact of Covid-19 was being felt only 31.6% Black children did an average of 60 minutes of activity a day compared to 58% of White Other and 53.8% of White British children. Significant drops in activity occurred among Black (17%), Other ethnic (9.6%), Mixed (7.9%) and Asian (3.3%) children and young people during the summer term compared to the same period in 2018/19. The findings were shared in a blog on Sporting Equals website and social media.

Racism in Sport, September 2020: This report explored individual and organisational views and experiences of racism in sport following the death of George Floyd in May 2020 and the subsequent protests and rise in the prominence of the Black Lives Matter movement. The research was conducted using an online survey between June and July 2020 and engaged individuals within Sporting Equals network and social media channels from ethnically diverse backgrounds. The aim of the research was to improve equality in sport and promote accountability within the sport sector. 128 respondents contributed to the research, of which 104 respondents (81%) reported some form of racism, sometimes overt but often covert.

Incidences of racism were often not reported, and if reported, individuals lacked confidence that the matter would be addressed. Most respondents felt that incidences of racism had not been resolved adequately.

Golf Foundation, Increasing Participation Among Young People Report, November 2020: This report was commissioned by the Golf Foundation and involved a small research study about the perceptions of golf and the challenges in engaging young people from ethnically diverse communities in this sport. The research findings are now being used by the Golf Foundation to reach a more diverse audience and develop more responsive and inclusive activities and programmes. In total 143 people from ethnically diverse communities contributed to the research involving 113 young people, 20 parents and 10 stakeholders from the sport sector.

DIRECTORS' AND TRUSTEES' REPORT (continued) Year ended 31 March 2021

Sport England – 10 Year Strategy Consultation, October 2020: This research was conducted to help support and inform the Sport England's new 10-year strategy, Shaping Our Future, Sporting Equals was commissioned to consult with individuals working with ethnically diverse communities to identify priorities for development from an inclusion, equality and diversity perspective. Sporting Equals invited people from a wide range of backgrounds and experience to take part in the research. 19 individuals shared their views in a series of focus groups and interviews, including heads of organisations, senior managers, team leaders, coaches and those working at a grassroots level.

Terminology Research, October 2020: Sporting Equals explored views about the term 'BAME' and alternative terminology to encourage a more targeted approach to working with ethnically diverse communities. Throughout October 2020, Sporting Equals distributed an online survey to 217 member organisations representing over 150,000 service users and nearly 4,000 volunteers and received a 66% response rate. Two thirds of respondents were uncomfortable with the term 'BAME' and approximately a quarter were undecided or indifferent. The research is contributing to ongoing debate and helping to change policy and practice in the sport sector.

Stakeholder Engagement Survey, September 2020: Sporting Equals consulted with stakeholders and partners over the summer of 2020 to obtain feedback on engagement and quality of the support provided in the previous 12 months. As this period included the national lockdown due to the Covid-19 pandemic and the rise in the Black Lives Matter movement, feedback was also sought on these issues. 55 respondents completed the online survey, half of which were National Governing Bodies of Sport. The findings have informed the development of the Partner and Stakeholder Engagement Strategy to ensure we continue to work effectively with all stakeholders.

Marketing and Communications

Our Marketing and Communications work for 2020/21 again centred on supporting our advocacy and influencing activity as well as showcasing talent and good practice when it comes to sport and physical activity and ethnically diverse communities. Key elements include the following:

- **Leadership Target Campaign** – In June 2020 Sporting Equals conducted a call to action to the sector leading the way with a call for 20% ethnically diverse leadership target to be implemented in a revision to the Code for Sports Governance. We have been campaigning for 20% ethnically diverse leadership targets as diversity of thought is crucially needed at the top of the sector in order for change to be felt at a ground level and participation level.

Our calls for 20% target revisions were supported by Impact of COVID-19 on DCMS sectors. First Report and endorsed widely by the UK sport and physical activity sector. This included a letter of recommendation from the Minister for Sport for a revision of the Code to UK Sport and Sport England, which is currently being consulted on. Sporting Equals encouraged its membership base to respond to the consultation and provided pointers for responding.

- **Terminology Campaign** - In October 2020 Sporting Equals opened a survey up regarding terminology to its network of Associate Members which at the time consisted of 187 organisations who represent 18,284 members and 88,343 service users. An overwhelming majority cited their frustrations with the use of Black, Asian and Minority Ethnic as an umbrella term and advocated for a specific approach. Our network highlighted instances where ethically justifiable the phrases ethnically diverse communities or diverse ethnic communities can be used. Our work in advocating for the removal of 'BAME' which included a terminology resource outlining inaccurate/outdated terms, rationale and suggestions on what to use instead; highlighted a huge appetite for change to ensure respectful and relatable language use that can and should be replicated across sectors. We have seen mass support and uptake from the UK sport and physical activity sector and recently the government has been advised by the independent Racial Disparities Commission to retire their use of the term 'BAME' highlighting the widespread success of our terminology campaigning.

DIRECTORS' AND TRUSTEES' REPORT (continued)
Year ended 31 March 2021

- **Race Equality Event** – On the 23 March 2021 Sporting Equals held their Race Equality Event which served to share the latest available data regarding the state of the UK sport sector. As part of this session, we highlighted persistent disparities that existed for ethnically diverse communities within the sport and physical activity sector with over 500 individuals registered to attend. Michelle Moore hosted the event, there were addresses from Densign White MBE - Chair of Sporting Equals, Nigel Huddleston MP Minister for Sport - Department for Digital, Culture, Media and Sport, Sir Peter Bottomley MP, Ama Agbeze MBE - Athlete, Tim Hollingsworth - Chief Executive Sport England, Viveen Taylor - Director of Equality, Diversity and Inclusion Sport England, Arun Kang OBE - Chief Executive of Sporting Equals, Professor Emeritus Kevin Hylton, Pasha Shah - Head of Community Engagement Ministry of Housing, Communities and Local Government, Rachel Choong - International Para-Badminton Player, Yunus Lunat - Solicitor Ison Harrison and Aspire Sports Resolution, Yashmin Harun BEM - Chair Muslimah Sports Association, and Isa Guha Presenter and Commentator

Media outlets that featured Sporting Equals projects and programmes include BBC Sport, The Telegraph, The Metro, The Evening Standard, Popsugar and Newschain.

Our Social Media presence was amplified in 2020/21 and we saw an increased engagement and profile rate.

Community Empowerment and Brokerage

In 2020/21 we have further formalised our connection with the ethnically diverse third sector through our Associate Membership scheme. We now have over 250 Associate Members with over 100,000 service users. Sporting Equals believes a united voice will build a strong, planned approach to influence national and local policy work towards more resources and opportunities available to ethnically diverse and faith organisations nationally, regionally and locally.

Our experience and expertise in inclusion, including our flagship projects, on diversity in boardrooms of sport (LeaderBoard Academy), our Sporting Equals Charter, our flagship Awards, raising the British Asian agenda in sport and physical activity (BASPA Advisory Board), Sport Monitoring Advisory Panel and grant distribution means we now have the mechanisms to empower ethnically diverse organisations and help to ensure their needs and voices are heard. Details on our grant distribution are provided below.

PROJECTS AND EVENTS ACROSS 2020/21 INCLUDED THE FOLLOWING:

Equally Active

We have continued our work on the Equally Active project funded by the London Marathon Charitable Trust, a pilot project to tackle low ethnically diverse participation in sport and physical activity by engaging with our target audiences through their religious beliefs and habits. We are working with 10 faith centres in Barking & Dagenham, Slough, Birmingham, Manchester and Bradford. QualiProjects have been commissioned to undertake an independent and robust evaluation of the project in order to provide evidence of the outcomes achieved and to draw out recommendations for the ongoing development of the project and the impact it is making.

Through 2020/21 we have supported faith centres to move to digital delivery due to the impact of the national lockdowns. Most faith centres have adapted to the changing circumstances playing a more social role through foodbanks, community medicine/prescription services, funder, bereavement, counselling services. We have been sensitive to these needs but have encouraged faith centres to continue the physical activity messages and enable either online activity or low risk activities such as walking to keep communities active, e.g. Khizra mosque paired up their cycling group with taking sleeping bags and clothes to the homeless. We have found that many of the faith centres have discovered that doing online physical activity sessions have removed barriers to participation for some groups of people.

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued) Year ended 31 March 2021

England Hockey: A pilot project with England Hockey project is underway designed to engage ethnically diverse people with the support of 3 hockey clubs located near ethnically diverse community and faith organisations: Waltham Forest Hockey Club, Plashet Hockey Club and Tower Hamlets Hockey Club. We have been working with the three clubs to create delivery plans in 2020, however due to the pandemic, delivery was not started but the clubs were engaged in a training needs analysis and communications training through Sporting Equals team. We are now supporting the clubs to roll out delivery which will focus on attracting a more diverse range of communities.

LTA Serves: Sporting Equals have continued to deliver the LTA SERVES Programme in Manchester, Bradford, Birmingham, Leicester, Barking & Dagenham and Slough. The project has two outputs – to support the existing sites to deliver regular SERVE sessions locally to ethnically diverse communities and support the new sites to arrange their activator training and get their sessions up and running. The project has a total of 32 SERVE sites at the end of December 2020. The project was put on hold for much of 2020 due to the national lockdown however Sporting Equals continued to maintain relationships with the SERVES sites and will restart the project in May 2021.

Sporting Equals Charter: The Sporting Equals Charter has been designed to support organisations in the sport and physical activity sector to become inclusive of ethnically diverse communities at all levels. It is a simple and effective framework that will enable us collectively to work towards a sport and physical activity sector that is representative and inclusive of the entire UK population. This year has seen 44 organisations become signatories to the Charter with The LTA, Swim England, Golf Foundation, London Marathon Events, England Lacrosse and The British Equestrian Federation all developing specific action plans to support greater race equality.

Spirit of 2012 - Breaking Boundaries Project: Breaking Boundaries is a three-year programme (2018 –2021) funded by Spirit of 2012, supported by the England and Wales Cricket Board (ECB) and The Institute of Community Cohesion (Icoco). It aims to socially connect young people, their families and communities together through regular cricket engagement, fostering mutual respect and friendships by playing, spectating and volunteering. It is being delivered in 5 cities: Bradford, Birmingham, London (Barking & Dagenham), Manchester and Slough. The project is led by the Youth Sport Trust in partnership with Sporting Equals and a consortium of organisations including Cricket Trusts and Foundations, Local Authorities and Community Organisations. Sporting Equals have provided training, delivery and marketing support.

From March 2020 the Breaking Boundaries project moved to digital delivery with the training being delivered through digital platforms. In the summer of 2020, some of the cities were able to start up outdoor activities whilst the Covid-19 rates were low. Our team continued to work with community organisations to find innovative ways of social mixing. However, the Spirit Board decided in December 2020 to pause the project for a quarter due the national lockdown.

During the pausing of the project Sporting Equals continued the communications elements and continued to share blog posts on the Sporting Equals website and post social media content. This has enabled key partners, community organisations and city teams to remain connected. We are hoping to restart the project in June 2021.

Unified Action – Youth LeaderBoard: In November 2020 our proposal with Youth Sport Trust to the Ministry of Housing, Communities and Local Government (MHCLG) was successful and we embarked on delivering a project completely online due to the lockdown restrictions. The purpose of Unified Action was to promote shared values among people of all backgrounds through sustainable social integration and meaningful civic participation. This project has been designed to promote understanding and shared values between and within faith and ethnic communities, and other communities which form a part of civil society. We worked with Youth Sport Trust to deliver online training and support community mentors and young people as part of social action.

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued) Year ended 31 March 2021

As part of the project Sporting Equals worked with Maven Search to deliver the Youth LeaderBoard Academy. The Youth LeaderBoard was tailored to engage a younger audience and four modules were delivered online in partnership with Maven Search. The young people were involved in action planning to help build their skills and one to one sessions have taken place to support personal development and mentoring.

Grant Distribution: Sporting Equals has worked alongside Comic Relief / National Emergencies Trust (NET) and Sport England to deliver key support to community organisations within the sport and physical activity sector to allocate and distribute emergency funding as a result of the impact of Covid-19.

Comic Relief / NET: As of 31 March 2021, we have supported 60 organisations and distributed £273,069.27 of funding with Comic Relief / NET emergency relief funding. The purpose of this funding is to support and sustain organisations to continue services and enable communities to engage with sport and physical activity opportunities. This project is continuing until the end of September 2021, and we continue to support organisations with guidance and funding.

Sport England Tackling Inequalities Fund (Phase 1 and 2): As of 31 March 2021, we have supported 50 organisations and distributed £184,131.32 of funding with the Sport England Tackling Inequalities Fund. The purpose of this funding is to support grassroots organisations to provide sport and physical activity opportunities for local communities. This project was due to end in June 2021, but we were successful in our application for Phase 3 support for additional funding to distribute which includes an additional specific focus on more support for sustainability to take this project to March 2022.

FINANCIAL REVIEW 2020/ 2021

Summary

During the year 2020/2021, Sporting Equals received income of £701,439 an increase of £23,128 (3%) from 2019/2020. Sport England have once again been the largest source of funding. During the current year Sporting Equals have continued to work to reduce reliance on Sport England funding by continuing to increase funding from other areas including growing the amount of unrestricted funding received. Sporting Equals continues to diversify its income sources and going forward the management team intend to keep this momentum in order to diversify further.

Resources expended during the year 2020/2021 amounted to £626,688 a decrease of £60,772 from the previous year (reflecting the lack of travel and other costs that were not expended due to Covid restrictions). As with previous years, 100% of expenditure was spent on charitable activities.

Reserves

The Trustees regularly review the Charity's need for reserves we have a reserves policy in line with the guidance issued by the Charity Commission. In April 2020, in light the global pandemic, to add further financial security the Board of Trustees voted to increase the maximum amount of reserves allowed from 3 – 6 months of operating costs to 6 – 12 months of operating costs. The reserves policy was updated accordingly.

The general reserve shows a balance of £351k at the end of the year: equivalent to just over 6 months of current operating costs.

Investment Policy

The Trustees are empowered by the Memorandum and Articles of Association to invest the Charity's funds as they see fit. The investment policy requires that surplus funds, not required for working capital purposes, should be invested to provide maximum return at minimum risk to the organisation. All funds that are surplus from time to time are invested on a short- or medium-term fixed interest basis. To minimise the risk to funds, investments are deposited with many banking institutions who are regulated by the Financial Services Authority and are members of the Financial Services Compensation Scheme. The Charity's investment policy is reviewed on an annual basis.

DIRECTORS' AND TRUSTEES' REPORT (continued)
Year ended 31 March 2021

GOVERNANCE

Code for Sports Governance

Sporting Equals are committed to high standards of governance and across 2020/2021 constantly reviewed our governance to ensure that we continued to meet Tier 3 of the Code for Sports Governance (which we were proud to have achieved formal compliance against in August 2018). Maintaining compliance is ongoing as part of our good governance.

Legal structure and governing document

Sporting Equals is registered as a charity in England and Wales (1119365) and is registered with Companies House as a Private Limited Company by guarantee (05853520). Sporting Equals therefore does not have a share capital, the liability of members is limited, and details of their guarantee are given in the notes to the financial statements. Sporting Equals is governed by the rules and regulations within its Memorandum and Articles of Association. Sporting Equals Memorandum of Association states that the charity's objects are:

- "To promote equality and diversity in sport for the public benefit in the United Kingdom by
- a) working towards the elimination of discrimination on the grounds of race;
 - b) promoting the participation and integration of members of ethnic minority, migrant and refugees' communities in sport;
 - c) advancing education and raising awareness in equality and diversity;
 - d) conducting or commissioning research of equality and diversity issues and publishing the results to the public; and
 - e) promoting ethical standards of conduct and compliance with the law in relation to race relations and racial equality".

Sporting Equals' Trustees (Directors) and other volunteers

Sporting Equals is governed by a Board of Trustees (Directors). As Sporting Equals is both a registered charity and private company limited by guarantee, Sporting Equals' Trustees are also company Directors and therefore beholden to both charity and company law.

The Board of Trustees meets formally at least four times a year (together with the Chief Executive and other senior managers as required) as well as specific sub committees which are detailed below. The Board of Trustees is responsible for the strategic direction and governance of the Charity. The Board of Trustees delegates responsibility for the delivery of the business plan and provision of services to the Chief Executive.

Sporting Equals' Board of Trustees currently includes ten Trustees (with the Articles of Association allows a maximum of twelve Trustees). Trustees are elected for a three-year term and may not serve more than three consecutive terms of three years (with a break of at least four years required before standing for re-election). Sporting Equals' Board of Trustees has four sub- committees where trustees with specific skills and experience can focus on priority governance areas in more detail (Finance, Audit, HR & Remunerations). Due to the small size of the Board, the Board currently acts as the Nomination Committee.

Sporting Equals' Trustees are volunteers who bring valued experience to Sporting Equals from a range of backgrounds. Sporting Equals' Trustees do not receive remuneration for their time or services as Trustees and only directly incurred expenses are reimbursed (with any expenses reclaimed as set out in note 6 to the financial statements). Sporting Equals has a Trustee Conflict of Interest policy and register, where all Trustees declare any conflict of interest.

New Trustees undergo induction training to brief them on their legal obligations under both charity and company law, the content of the Memorandum and Articles of Association, the charity's structure and decision-making process, the charity's recent performance (including the most recent Annual Report and Accounts) and the charity's strategy (including the charity's current business plan).

Appropriate indemnity insurance cover is held for the Trustees of the Charity (in line with Sporting Equals' Articles of Association).

Sporting Equals also continues to engage special advisers who, on a voluntary basis, provide additional advice to the board and officers on matters such as research, business development and income diversification.

DIRECTORS' AND TRUSTEES' REPORT (continued)
Year ended 31 March 2021

Sporting Equals' Trustees (and appointment dates)

Densign White MBE - Chair (23 April 2012)
Beverley Mason - Senior Independent Director (27 January 2015)
Naz Deen (20 January 2021)
Lorraine Deschamps MBE (15 February 2016)
Craig Edmondson (27 February 2019)
Urvasi Naidoo (10 January 2019)
Yun Hui Teoh (20 January 2021)
Barbara Thompson (20 January 2021)
Christine Ohuruogu MBE (19 January 2017 and resigned on 01/10/2021)
Vanessa Wallace (20 January 2021)

Sporting Equals' Staff

Staff at the end of March 2021 comprised:

- Chief Executive, Arun Kang OBE
- Director of Development, Nik Trivedi
- Director of Projects, Shaheen Bi
- Senior Administration Manager, Marie Bagley
- Policy and Engagement Manager, Emily Carter
- National Programmes Manager, Amy Heppingstall
- Marketing and Communications Manager, Jas Kaur
- Project Support Officer, Hafzah Pervez
- Research Manager, Santosh Rai
- Executive Assistant, Sue Lino
- Marketing Assistant, Aliya Hussain
- Business Development Assessment, Camille Charles

Key management personnel

Following are the key management of the charity during the year end of March 2021:

- Chief Executive, Arun Kang OBE
- Director of Development, Nik Trivedi
- Director of Projects, Shaheen Bi

Risk Management

The Board of Trustees identifies and reviews risks at every Board meeting using a formal risk register - to ensure that key risks facing the organisation are identified and appropriate actions are put in place to mitigate those risks. As part of the Charity's risk management process, the Trustees acknowledge their responsibility for the Charity's system of internal control and reviewing its effectiveness.

Risk is also a regular item on the Senior Management Team meeting agendas, with risks identified and escalated up to the Board of Trustees as appropriate.

We have detailed below the key areas of risk that have been identified and our approach to mitigation, overall the Covid-19 pandemic and the response to this has affected all areas of our work and each areas of risk has been reviewed with this lens.

Funding & Fundraising - risk that Sporting Equals does not generate enough income to cover it's commitments

The Covid-19 pandemic has impacted on the finance of our funders and the cancellation of some events that we generate fundraising from.

Budgets and forecasts have been kept under review to take account of the latest understanding of the financial environment. We have continued to access new funding streams and work closely with our existing contractual commitments. We worked with funders to either re-profile or redesign activity in order to deliver the vast majority of programmes within expected timescales.

DIRECTORS' AND TRUSTEES' REPORT (continued)
Year ended 31 March 2021

In April 2020, in light the global pandemic, to add further financial security the Board of Trustees voted to increase the maximum amount of reserves allowed from 3 – 6 months of operating costs to 6 – 12 months of operating costs. The reserves policy was updated accordingly.

Looking to the future the main financial impacts of Covid-19 are likely yet to occur. We will continue to maintain good relationships with our funders and seek to diversity further our income generation portfolio.

Staffing – risk that Sporting Equals has inadequate staffing resources to deliver its contractual commitments

Sporting Equals has focus on retention and staff development, with staff having regular 1:1s, performance reviews, in-house training and development in place. Role mapping has been completed and a skills matrix developed to use in conjunction with appraisals and development to assess organisational strengths and areas of development.

A staff-led wellbeing group was established during the pandemic to offer a further safe space for staff for open discussion this is in addition to an anonymous staff survey system.

Covid-19 prevention measures with respect to staff wellbeing have been implemented in line with government Covid Secure guidance. Sporting Equals staff continue to work from home and looking to the future Sporting Equals are exploring hybrid models of working with staff well-being being the top priority for ways of working.

Data Protection – risk that Sporting Equals or its partners inadvertently disclose personal data

A Data Protection & Records Management Policy is in place, alongside associated protocols.

Reviews of IT security as well as GDPR protocols are completed annually. Sporting Equals has cloud-based systems, which enables managerial oversight and allowed for minimal disruption with the move to working from home during the pandemic.

IT security and Data Protection training was completed with all staff during 2020/21 to reduce the risk of inadvertent breaches by individuals and also forms part of the induction for new staff.

As part of our governance and operations continual review we also regularly receive and review updates from the Information Commissioner's Office to identify any areas of good practice / breaches from other organisations that we can learn from.

Governance – risk that the governance arrangements of Sporting Equals do not meet best practice

Corporate governance structures and systems are in place to meet all legal requirements, together with governance requirements of funders.

Compliance with Tier 3 requirements of the Code of Governance for Sport has been achieved is regularly reviewed.

Sporting Equals also regularly engages with the Sports Governance Academy as part of continual review, sharing good practice and development.

Safeguarding – risk that a major incident takes place at a Sporting Equals event or funded activity

Safeguarding remains a constant area of focus, both in terms of Sporting Equals internal delivery and the provision of any delivery partners.

Sporting Equals have risk-based approach to checking and challenging our safeguarding policy and practice to ensure the well-being of all.

DIRECTORS' AND TRUSTEES' REPORT (continued) Year ended 31 March 2021

All staff take part in an annual review of the safeguarding policy and are involved in regularly reviewing any potential risks to well-being with regards to any of the work of Sporting Equals and putting mitigation in place, this is done quarterly and when any new work is being planned.

Sporting Equals are currently in the process of updating our safeguarding policy to better reflect our holistic and pro-active culture on safeguarding.

PLANS FOR FUTURE PERIODS

Sporting Equals are pioneering on many fronts to tackle inequality in the sport sector related to ethnically diverse communities. We use pilot projects, campaigns and case studies to make a change in the sport and physical activity sector.

In 2021/22 we intend to focus on the key inequalities in the sport and physical activity sector and work to tackle systemic racism that limit the opportunities of ethnically diverse communities. We will continue to deliver local projects to ensure communities are healthier and stronger and more empowered locally.

We will continue to campaign through events and media opportunities and showcase local sporting ethnically diverse projects and present and feature ethnically diverse champions utilising our events to help break down perceptions and ultimately inspire the next generation of ethnically diverse talent and local projects. To meet our key objectives, we will continue to tackle the unfair lack of diversity in leadership positions that are ultimately responsible for the decisions an organisation makes and ensure these are more accurate and positively impactful for ethnically diverse groups.

We will continue to campaign for a 20% target of ethnically diverse board members for national sports organisations and we will work to retire the term Black, Asian and Minority Ethnic (BAME).

Key ambitions for 2021/ 2022 include:

This year we will increase our research activity to form the basis to all our work especially to support our influence and advocacy work. We will use appropriate research methodologies to build a robust evidence base, meet the KPIs of funders and ensure that research support is provided to colleagues to achieve their specific projects aims. For example, the Charter and consultancy offer of Sporting Equals will include research as a basis to understanding the challenges prior to developing an action plan. The overall ambitions for the year include:

- Distribute grants to ethnically diverse communities including our Associate Members to support them in the challenges they have faced due to COVID-19 and support in sport and physical activity locally.
- Increase the number of signatories to our Sporting Equals Charter and further promote its effectiveness.
- Continue to deliver the Community Cohesion project called Breaking Boundaries, in partnership with the Youth Sport Trust.
- Increase our work through faith centres particularly through the Equally Active project funded by the London Marathon Charitable Trust.
- To work towards identifying corporate sponsors to help deliver more community projects on the ground.
- Raise the issues of racism in the sport sector through a podcast that features the lived experiences of ethnically diverse individuals in sport or physical activity.
- Continue working with our key partners on key projects to increase ethnically diverse participation in sport in local communities (e.g. LTA – SERVES).
- Deliver the seventh annual Sporting Equals Ethnic Diversity Awards to showcase talent and grassroots projects and volunteers.
- Monitor the work of sport and physical activity organisations that have committed through a statement to support black communities with opportunities in the sector.
- Promote through events and media the lack of British Asian men and women in professional sport at all levels.
- Increase Sporting Equals' financial sustainability through income diversification - to fund key projects that meet the mission and outcomes of the Charity.
- Deliver a race equality conference to ensure the inequality in sport and physical activity is raised the highest level.

SPORTING EQUALS

DIRECTORS' AND TRUSTEES' REPORT (continued) Year ended 31 March 2021

- Deliver LeaderBoard and/or Youth LeaderBoard to continue raising the profile of the lack of ethnic diversity in the workforce and in the boardrooms of sport.

Please go to www.sportingequals.org.uk for further details of the work of Sporting Equals.

Statement of trustees' responsibilities

The trustees (who are also directors for the purposes of company law) are responsible for preparing the Directors' and Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepting Accounting Practice).

Company law requires the directors 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 these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The directors are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and 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 the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the directors are aware that they are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements may differ from legislation in other jurisdictions.

Independent Examiner

The basic audit threshold is £1 million. No audit is required for the year ended 31 March 2021. This will be the case for the following year therefore quotes for the Independent Examination for the year ending 2022 will be obtained after which the Independent Examiners will be proposed for the reappointment in accordance with the Charity Commission.

The financial statements have been prepared in accordance with the special provisions relating to company's subject to the small companies' regime within Part 15 of the Companies Act 2006.

Approved by the Board on 27 October 2021 and signed on its behalf by:

Densign White
Chair



SPORTING EQUALS

Independent Examiner's reports Year ended 31 March 2021

I report on the accounts of the company for the period 1 April 2020 to 31 March 2021, which are set out on pages 17 to 32.

Responsibilities and basis of report

As the charity's trustees (and also the 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.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, I have examined your charity's accounts as required under section 145 of the Charities Act 2011 ('the 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.

My role is to state whether any material matters have come to my attention giving me cause to believe:

1. that accounting records were not kept as required by section 386 of the Companies Act 2006; or
2. that the accounts do not accord with those records; or
3. that the accounts do not comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the 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; or
4. that there is further information needed for a proper understanding of the accounts.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of ICAEW which is one of the listed bodies. I have completed my examination and have no concerns in respect of the matters (1) to (4) listed above and, in connection with following the Directions of the Charity Commission I have found no matters that require drawing to your attention.



Jeremy Kitson FCA
ICAEW
Prime
Chartered Accountants
Corner Oak
1 Homer Road
Solihull
B91 3QG
Date: 18/11/2021

SPORTING EQUALS

STATEMENT OF FINANCIAL ACTIVITIES (Incorporating the income and expenditure account) for the year ended 31 March 2021

		Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
	Notes				
Incoming resources					
Donations	3	9,399	-	9,399	5,792
Charitable activities	3	159,539	532,320	691,859	672,356
Investments – interest received	3	181	-	181	163
Total incoming resources	3	169,119	532,320	701,439	678,311
Expenditure on:					
<i>Charitable activities</i>		101,009	525,679	626,688	687,460
Total resources expended	4	101,009	525,679	626,688	687,460
Net incoming/ (outgoing) resources before transfers being net income/ (expenditure) for the year		68,110	6,641	74,751	(9,149)
Transfers between funds		-	-	-	-
Net movement in funds		68,110	6,641	74,751	(9,149)
Reconciliation of funds					
Total funds brought forward		296,283	37,028	333,311	342,460
Total funds carried forward		364,393	43,669	408,062	333,311

The statement of financial activities includes all gains and losses in the year.

All incoming resources and resources expended derive from continuing activities.

The notes on page 20 to 32 form part of these financial statements.

SPORTING EQUALS

BALANCE SHEET AS AT 31 MARCH 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible fixed assets	7	3,909	8,088
Current assets			
Debtors	8	143,713	189,595
Cash at bank and in hand		641,395	239,731
		<u>785,108</u>	<u>429,326</u>
Creditors: amounts falling due within one year	9	(380,955)	(104,103)
		<u></u>	<u></u>
Net current assets		404,153	325,223
		<u></u>	<u></u>
Net assets		<u>408,062</u>	<u>333,311</u>
Represented by:			
Unrestricted funds	10	351,393	283,283
Designated funds	10	13,000	13,000
Restricted funds	10	43,669	37,028
		<u></u>	<u></u>
Total funds		<u>408,062</u>	<u>333,311</u>

The Charitable Company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for year ended 31 March 2021.

The members have not required the company to obtain an audit of its financial statements for the ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) Ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing the financial statements, which give a true and fair view of the state of affairs of the charity 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 special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies.

The financial states were approved the Board of Trustees on 27 October 2021..... and were signed on its behalf by:

D White
Trustee



SPORTING EQUALS

STATEMENT OF CASH FLOWS
AS AT 31 MARCH 2021

	Note	2021 £	2020 £
Cash flow from Operating activities	12	401,483	60,046
Net cash flow from Operating activities		401,483	60,046
Cash flow from investing activities			
Office equipment		-	(2,311)
Interest received:			
- Deposit		181	163
Net cash flow from Investing activities		181	(2,148)
Net Increase / (decrease) in cash and cash equivalents		401,664	57,898
Cash and cash equivalents at 1st April 2020		239,731	181,833
Cash and cash equivalents at 31st March 2021		641,395	239,731
Cash and cash equivalents consists of:			
- Cash at bank and in hand		641,395	239,731

See note 12 for reconciliation of net income / (expenditure) to net cash flow from operating activities

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2021

1. Summary of significant accounting policies

(a) General information and basis of preparation

Sporting Equals is a charitable company in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities to actively promote greater involvement in sport and physical activity for disadvantaged communities particularly the black and minority ethnic population. Sporting Equals is a national partner of Sport England and advisors to the Department of Culture Media and Sport.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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) issued on 16 July 2014, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2015.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £.

The charitable company has taken advantage of the option provided in SORP (FRS102) to use headings in the Statement of Financial Activity that are applicable to its operations rather than reporting on an activity basis.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have consistently applied to all years presented unless otherwise stated.

The charity adopted SORP (FRS 102) in the current year and no adjustments to previously reported figures were required.

(b) Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which will not designated for other purposes.

Designated funds comprise unrestricted funds that have set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which will used in accordance with specific restrictions imposed by donors or which have raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

(c) Income recognition

All incoming resources are included in the Statement of Financial Activities (SOFA) when the charity is legally entitled to the income after any performance conditions have met, the amount can measured reliably and it is certain that the income will be received:

NOTES TO THE FINANCIAL STATEMENTS (continued)
for the year ended 31 March 2021

For donations to be recognized the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained, then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102).

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

The charity receives government grants in respect of funding from Sport England. Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met, then these amounts are deferred.

Investment income is earned through holding assets for investment purposes such as surplus funds on bank deposit. Interest income is recognised using the effective interest method.

(d) Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

(e) Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, and administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources. Premises and other overheads have been allocated on a percentage use of resources basis.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

The analysis of these costs is included in note 4.

(f) Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS (continued) for the year ended 31 March 2021

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

IT equipment 33% straight-line basis

(g) Debtors and creditors receivable/ payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

(h) Leases

Assets acquired under finance leases are capitalised and depreciated over the shorter of the lease term and the expected useful life of the asset. Minimum lease payments are apportioned between the finance charge and the reduction of the outstanding lease liability using the effective interest method. The related obligations, net of future finance charges, are included in creditors.

Rentals payable and receivable under operating leases are charged to the SOFA on a straight line basis over the period of the lease.

(i) Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

(j) Tax

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

(k) Going concern

The financial statements have been prepared on a going concern basis, as the trustees has determined that there is no material uncertainty that casts doubt on the entity's ability to continue as a going concern. COVID-19 is not expected to have a significant impact on the entity. It expects that COVID-19 might have some impact, though not significant, for example, in relation to expected future performance, or the effects on some future asset valuations. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS (continued)
for the year ended 31 March 2021

2. Comparative information – Statement of Financial Activities 2020

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
Incoming resources				
Donations	5,792	-	5,792	7,410
Charitable activities	68,395	603,961	672,356	616,235
Investments – interest received	163	-	163	4
Total incoming resources	74,350	603,961	678,311	623,649
Expenditure on:				
<i>Charitable activities</i>	74,720	612,740	687,460	566,062
Total resources expended	74,720	612,740	687,460	566,062
Net incoming/ (outgoing) resources before transfers being net income/ (expenditure) for the year	(370)	(8,779)	(9,149)	57,587
Transfers between funds	-	-	-	-
Net movement in funds	(370)	(8,779)	(9,149)	57,587
Reconciliation of funds				
Total funds brought forward	296,653	45,807	342,460	284,873
Total funds carried forward	296,283	37,028	333,311	342,460

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2021

3. Analysis of Income 2021

	Unrestricted £	Restricted £	2021 Total £	2020 Total £
Charitable activities				
Sport England grant	-	403,000	403,000	399,687
LMCT	-	50,667	50,667	72,333
LTA	17,050	-	17,050	-
Spirit	-	78,653	78,653	86,941
EFDS / GOGA	-	-	-	14,830
Tennis Foundation	-	-	-	26,000
BEDSA	-	-	-	61,357
Other	142,489	-	142,489	11,208
Total from charitable activities	159,539	532,320	691,859	672,356
 Donations	 9,399	 -	 9,399	 5,792
 Investment income – Interest received	 181	 -	 181	 163
 Total	 <u>169,119</u>	 <u>532,320</u>	 <u>701,439</u>	 <u>678,311</u>

Of the total income received in 2021 £701,439 (2020 - £678,311), £169,119 (2020 - £74,350) related to unrestricted income and £532,320 (2020-£603,961) related to restricted income.

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2021

3a. Analysis of Income 2020 - Comparatives

	Unrestricted £	Restricted £	2020 Total £	2019 Total £
Charitable activities				
Sport England grant	-	399,687	399,687	399,445
LMCT	-	72,333	72,333	-
Making Equals / LS	-	-	-	20,000
Spirit	-	86,941	86,941	101,512
EFDS / GOGA	14,830	-	14,830	30,165
Tennis Foundation	26,000	-	26,000	26,000
BEDSA	16,357	45,000	61,357	3,364
Other	11,208	-	11,208	30,800
Football Association	-	-	-	4,949
Total from charitable activities	68,395	603,961	672,356	616,235
 Donations	 5,792	 -	 5,792	 7,410
 Investment income – Interest received	 163	 -	 163	 4
 Total	 <u>74,350</u>	 <u>603,961</u>	 <u>678,311</u>	 <u>623,649</u>

Of the total income received in 2020 £678,311 (2019 - £623,649), £74,350 (2019 - £102,692) related to unrestricted income and £603,961 (2019-£520,957) related to restricted income.

SPORTING EQUALS
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS (Continued)
for the year ended 31 March 2021

4. Total resources expended 2021

		Sport England £	LTA £	LMCT £	Spirit £	Other £	2021 Total £	2020 Total £
Direct allocated costs	Basis							
Staff costs	Direct	292,334	1,570	23,790	46,278	67,014	430,986	377,890
Staff welfare	Direct	1,274	-	-	-	-	1,274	2,568
Agency staff	Direct	-	1,779	8,441	21,981	5,234	37,435	32,847
Travel & subsistence	Direct	119	-	91	67	198	475	28,797
Staff training & development	Direct	795	-	-	-	-	795	238
Refreshments	Direct	49	-	8	5	6	68	3,313
Project expenses	Direct	17,477	2	24	2,656	4,879	25,038	117,238
Bank charges	Direct	190	4	15	32	54	295	292
Depreciation	Direct	-	-	-	-	4,179	4,179	3,754
Consultancy costs	Direct	18,836	99	-	-	1,440	20,375	33,280
Equipment	Direct	722	3	21	55	106	907	849
Marketing Comm & Pun;	Direct	4,050	200	990	300	395	5,935	8,733
Legal & Professional	Direct	31,928	243	2,571	5,449	7,214	47,405	19,240
Support costs allocated to activities								
Office expenses	% use of resources	4,137	47	493	1,053	880	6,610	10,293
IT expenses	% use of resources	4,117	24	287	567	2,168	7,163	13,325
Insurance	% use of resources	6,586	43	503	1,114	560	8,806	4,702
Property costs	% use of resources	20,386	168	1,881	4,007	2,500	28,942	30,101
Total resources expended		403,000	4,182	39,115	83,564	96,827	626,688	687,460
		=====	=====	=====	=====	=====	=====	=====

Of the total expenditure in 2021 £626,688 (2020 - £687,460), £101,009 (2020 - £74,720) related to unrestricted funds and £525,679 (2020 - £612,740) related to restricted funds.

SPORTING EQUALS
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS (Continued)
for the year ended 31 March 2021

4a. Total resources expended 2020 - Comparatives

		Sport England	EDFS/ GOGA	LMCT	BEDSA	Spirit	Tennis Foundation	Other	2020 Total	2019 Total
		£	£	£	£	£	£	£	£	£
Direct allocated costs	Basis									
Staff costs	Direct	254,300	10,374	14,995	13,772	64,557	8,752	11,140	377,890	297,567
Staff welfare	Direct	1,951	50	75	-	396	43	53	2,568	2,254
Agency staff	Direct	3,141	57	6,390	-	20,193	2,756	310	32,847	37,918
Travel & subsistence	Direct	15,217	251	1,593	-	6,032	749	4,955	28,797	36,824
Staff training & development	Direct	163	-	-	-	-	-	75	238	600
Refreshments	Direct	1,147	-	47	-	569	-	1,550	3,313	3,188
Project expenses	Direct	35,826	1,056	30,000	31,190	225	-	18,941	117,238	43,826
Bank charges	Direct	169	-	-	-	-	-	123	292	374
Depreciation	Direct	3,754	-	-	-	-	-	-	3,754	696
Consultancy costs	Direct	22,087	760	-	-	8,781	-	1,652	33,280	22,142
Equipment	Direct	797	12	18	-	-	22	-	849	2,600
Marketing Comm & Pun;	Direct	5,202	-	500	-	1,543	-	1,489	8,734	8,465
Legal & Professional	Direct	14,258	356	539	-	2,207	305	1,575	19,240	21,692
Support costs allocated to activities										
Staff costs	% of staff time	-	-	-	-	-	-	-	-	22,398
Office expenses	% use of resources	1,665	1,170	651	-	2,997	388	3,421	10,292	18,518
IT expenses	% use of resources	9,699	387	489	38	2,000	313	399	13,325	1,313
Insurance	% use of resources	4,017	-	98	-	399	-	188	4,702	6,235
Property costs	% use of resources	26,294	358	542	-	2,217	307	383	30,101	39,452
Total resources expended		399,687	14,831	55,937	45,000	112,116	13,635	46,254	687,460	566,062
		=====	=====	=====	=====	=====	=====	=====	=====	=====

Of the total expenditure in 2020 £687,460 (2019 - £566,062), £74,720 (2019 - £44,689) related to unrestricted funds and £612,740 (2019 - £521,373) related to restricted funds.

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2021

5. Net incoming resources for the year

	2021 £	2020 £
Net incoming resources for the year are stated after charging:		
Independent examiner's fee – current year	1,740	1,740
Depreciation	4,179	3,754

6. Employee information

	2021 £	2020 £
Staff costs		
Wages and salaries	374,395	329,624
Social security costs	34,307	31,576
Other pension costs	22,284	16,690
	<u>430,986</u>	<u>377,890</u>
	2021 No.	2020 No.
Average number of employees employed during the year.		
Administration	<u>10</u>	<u>8</u>

The number of employees whose annual emoluments were £60,000 or more were:

	2021 £	2020 £
£60,000 - £70,000	-	1
£70,000 - £80,000	1	-
£80,000 - £90,000	-	-
£90,000 - £100,000	-	1
£100,000 - £110,000	1	-
Above £110,000	-	-

Key Management Personnel of the Charity comprise of the Senior Executive team which includes Chief Executive Officer, Director of Development and Director of Projects whose total salary and benefits are £232,746 (2020: £221,748). Key management personnel are set out in the directors' and Trustees' Report at Page 12.

No Trustees received remuneration during the year (2020: £nil).

No expenses were paid to trustees in the year.

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2021

7. Tangible fixed assets

	IT Equipment £	Total £
Cost		
At 1 April 2020	13,732	13,732
Additional during the year	-	-
At 31 March 2021	<u>13,732</u>	<u>13,732</u>
Depreciation		
At 1 April 2020	5,644	5,644
Charge for the year	4,179	4,179
At 31 March 2021	<u>9,823</u>	<u>9,822</u>
Net book value At 31 March 2021	<u>3,909</u>	<u>3,909</u>
At 31 March 2020	<u>8,088</u>	<u>8,088</u>

8. Debtors

	2021 £	2020 £
Trade debtors	125,912	173,169
Other debtors	10,750	4,000
Prepayments	2,551	2,093
Accrued income	4,500	10,333
	<u>143,713</u>	<u>189,595</u>

9. Creditors: Amounts falling due within one year

	2021 £	2020 £
Trade creditors	2,571	4,020
Credit card	54	4,325
Pension payable	2,016	5,701
Accruals	1,740	26,740
Deferred income	5,417	45,417
Other creditors	369,157	17,900
	<u>380,955</u>	<u>104,103</u>

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2021

10. Reconciliation of movements in funds

	1 April 2020 £	Incoming resources £	Outgoing resources £	Transfers £	31 March 2021 £
Unrestricted funds	283,283	169,119	(101,009)	-	351,393
Designated funds	13,000	-	-	-	13,000
Restricted funds					
Sport England	-	403,000	(403,000)	-	-
Spirit	20,632	78,653	(83,564)	-	15,721
LMCT	16,396	50,667	(39,115)	-	27,948
	37,028	532,320	(525,679)	-	43,669
Total funds	333,311	701,439	(626,688)	-	408,062

10a. Reconciliation of movements in funds 2020 – Comparatives

	1 April 2019 £	Incoming resources £	Outgoing resources £	Transfers £	31 March 2020 £
Unrestricted funds	283,653	74,350	(74,720)	-	283,283
Designated funds	13,000	-	-	-	13,000
Restricted funds					
Sport England	-	399,687	(399,687)	-	-
Spirit	45,807	86,941	(112,116)	-	20,632
LMCT	-	72,333	(55,937)	-	16,396
BEDSA	-	45,000	(45,000)	-	-
	45,807	603,961	(612,740)	-	37,028
Total funds	342,460	678,311	(687,460)	-	333,311

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2021

Designated funds

The designated fund is a fund the Trustees have agreed to ring-fence in order to cover any future redundancy costs in the event the charitable company was to cease its operations.

Restricted funds

Sport England provides grant funding for agreed outputs under its national partner programme.

Spirit of 2012 - funds Sporting Equals and Youth Sport Trust as National Delivery partners to deliver the Breaking Boundaries project which uses cricket as a catalyst for social cohesion within five locations in England..

London Marathon Charitable Trust - has provided funding during financial year 2021 to help support a faith centre model supporting communities to become physically active.

11. Analysis of net assets between funds

	General funds £	Designated funds £	Restricted funds £	Total £
Fund balances at 31 March 2021 are represented by:				
Tangible fixed assets	3,909	-	-	3,909
Current assets	728,439	13,000	43,669	785,108
Current liabilities	(380,955)	-	-	(380,955)
Total net assets	351,393	13,000	43,669	408,062
	=====	=====	=====	=====

11a. Analysis of net assets between funds 2020 - Comparatives

	General funds £	Designated funds £	Restricted funds £	Total £
Fund balances at 31 March 2020 are represented by:				
Tangible fixed assets	8,089	-	-	8,089
Current assets	379,297	13,000	37,028	429,325
Current liabilities	(104,103)	-	-	(104,103)
Total net assets	283,283	13,000	37,028	333,311
	=====	=====	=====	=====

SPORTING EQUALS

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2021

12. Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2021 £	2020 £
Net income for the year	74,751	(9,149)
Interest receivable	(181)	(163)
Depreciation and impairment of tangible fixed assets	4,179	3,754
Decrease / (Increase) in debtors	45,883	(2,748)
Increase / (Decrease) in creditors	276,851	68,352
Net cash flow from operating activities	401,483	60,046

13. Controlling party

The charitable company is under the control of the Board of Trustees.

14. Pension contributions

There was a creditor of £2,016 (2020: £5,701) at the year-end.

15. Company status

The company is limited by guarantee and does not have any share capital.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while he is a member or within one year after ceasing to be a member, for payments of the debts and liabilities of the company contracted before he ceased to be a member, and the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves such amount as may be required, not exceeding £1.