

Company No: 05853520

Charity No: 1119365

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# **SPORTING EQUALS**

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(A company limited by guarantee)

## **REPORT AND FINANCIAL STATEMENTS**

**31 MARCH 2021**

**SATURDAY**

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## **SPORTING EQUALS**

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## SPORTING EQUALS

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### LEGAL AND ADMINISTRATIVE INFORMATION

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Registered Charity Name	Sporting Equals
Company number	05853520
Charity number	1119365
Trustees and directors:	Densign White <b>MBE</b> Beverley Mason Lorraine Deschamps <b>MBE</b> Christine Ohuruogu <b>MBE</b> (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 <b>OBE</b>
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

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**DIRECTORS' AND TRUSTEES' REPORT**  
**Year ended 31 March 2021**

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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.

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

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#### **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.

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

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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)

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

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- 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**

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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.



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

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**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.

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

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- **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

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

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**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

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

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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.

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

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**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.

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

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**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.

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

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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.

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

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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

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

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- 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](http://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

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### Independent Examiner's reports Year ended 31 March 2021

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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				
<b>Incoming resources</b>					
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
<b>Total incoming resources</b>	3	<b>169,119</b>	<b>532,320</b>	<b>701,439</b>	<b>678,311</b>
<b>Expenditure on:</b>					
<i>Charitable activities</i>		101,009	525,679	626,688	687,460
<b>Total resources expended</b>	4	<b>101,009</b>	<b>525,679</b>	<b>626,688</b>	<b>687,460</b>
<b>Net incoming/ (outgoing) resources before transfers being net income/ (expenditure) for the year</b>		68,110	6,641	74,751	(9,149)
Transfers between funds		-	-	-	-
<b>Net movement in funds</b>		<b>68,110</b>	<b>6,641</b>	<b>74,751</b>	<b>(9,149)</b>
<b>Reconciliation of funds</b>					
Total funds brought forward		296,283	37,028	333,311	342,460
<b>Total funds carried forward</b>		<b>364,393</b>	<b>43,669</b>	<b>408,062</b>	<b>333,311</b>

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 £
<b>Fixed assets</b>			
Tangible fixed assets	7	3,909	8,088
<b>Current assets</b>			
Debtors	8	143,713	189,595
Cash at bank and in hand		641,395	239,731
		<u>785,108</u>	<u>429,326</u>
<b>Creditors: amounts falling due within one year</b>	9	(380,955)	(104,103)
		<u></u>	<u></u>
<b>Net current assets</b>		404,153	325,223
		<u></u>	<u></u>
<b>Net assets</b>		<u>408,062</u>	<u>333,311</u>
<b>Represented by:</b>			
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>
<b>Total funds</b>		<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 £
<b>Cash flow from Operating activities</b>	<b>12</b>	<b>401,483</b>	<b>60,046</b>
<b>Net cash flow from Operating activities</b>		<b>401,483</b>	<b>60,046</b>
<b>Cash flow from investing activities</b>			
Office equipment		-	(2,311)
Interest received:			
- Deposit		181	163
<b>Net cash flow from Investing activities</b>		<b>181</b>	<b>(2,148)</b>
<b>Net Increase / (decrease) in cash and cash equivalents</b>		<b>401,664</b>	<b>57,898</b>
<b>Cash and cash equivalents at 1st April 2020</b>		<b>239,731</b>	<b>181,833</b>
<b>Cash and cash equivalents at 31st March 2021</b>		<b>641,395</b>	<b>239,731</b>
<b>Cash and cash equivalents consists of:</b>			
- 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

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**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 31 March 2021**

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**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:

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**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**for the year ended 31 March 2021**

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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

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### NOTES TO THE FINANCIAL STATEMENTS (continued) for the year ended 31 March 2021

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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

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**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
for the year ended 31 March 2021

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**2. Comparative information – Statement of Financial Activities 2020**

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
<b>Incoming resources</b>				
Donations	5,792	-	5,792	7,410
Charitable activities	68,395	603,961	672,356	616,235
Investments – interest received	163	-	163	4
<b>Total incoming resources</b>	<b>74,350</b>	<b>603,961</b>	<b>678,311</b>	<b>623,649</b>
<b>Expenditure on:</b>				
<i>Charitable activities</i>	74,720	612,740	687,460	566,062
<b>Total resources expended</b>	<b>74,720</b>	<b>612,740</b>	<b>687,460</b>	<b>566,062</b>
<b>Net incoming/ (outgoing) resources before transfers being net income/ (expenditure) for the year</b>	<b>(370)</b>	<b>(8,779)</b>	<b>(9,149)</b>	<b>57,587</b>
Transfers between funds	-	-	-	-
<b>Net movement in funds</b>	<b>(370)</b>	<b>(8,779)</b>	<b>(9,149)</b>	<b>57,587</b>
<b>Reconciliation of funds</b>				
Total funds brought forward	296,653	45,807	342,460	284,873
<b>Total funds carried forward</b>	<b>296,283</b>	<b>37,028</b>	<b>333,311</b>	<b>342,460</b>

## SPORTING EQUALS

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NOTES TO THE FINANCIAL STATEMENTS  
for the year ended 31 March 2021

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## 3. Analysis of Income 2021

	Unrestricted £	Restricted £	2021 Total £	2020 Total £
<b>Charitable activities</b>				
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
	<hr/>	<hr/>	<hr/>	<hr/>
Total from charitable activities	159,539	532,320	691,859	672,356
 <b>Donations</b>	 9,399	 -	 9,399	 5,792
 <b>Investment income – Interest received</b>	 181	 -	 181	 163
 <b>Total</b>	 <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 £
<b>Charitable activities</b>				
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
	<hr/>	<hr/>	<hr/>	<hr/>
Total from charitable activities	68,395	603,961	672,356	616,235
 <b>Donations</b>	 5,792	 -	 5,792	 7,410
 <b>Investment income</b> – Interest received	 163	 -	 163	 4
 <b>Total</b>	 <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 £
<b>Direct allocated costs</b>	<b>Basis</b>							
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
<b>Support costs allocated to activities</b>								
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
<b>Total resources expended</b>		<b>403,000</b>	<b>4,182</b>	<b>39,115</b>	<b>83,564</b>	<b>96,827</b>	<b>626,688</b>	<b>687,460</b>
		=====	=====	=====	=====	=====	=====	=====

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
	Basis	£	£	£	£	£	£	£	£	£
<b>Direct allocated costs</b>										
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
<b>Support costs allocated to activities</b>										
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
<b>Total resources expended</b>		<b>399,687</b>	<b>14,831</b>	<b>55,937</b>	<b>45,000</b>	<b>112,116</b>	<b>13,635</b>	<b>46,254</b>	<b>687,460</b>	<b>566,062</b>
		=====	=====	=====	=====	=====	=====	=====	=====	=====

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 £
<b>Staff costs</b>		
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 £
<b>Cost</b>		
At 1 April 2020	13,732	13,732
Additional during the year	-	-
At 31 March 2021	<u>13,732</u>	<u>13,732</u>
<b>Depreciation</b>		
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>
<b>Net book value At 31 March 2021</b>	<u><b>3,909</b></u>	<u><b>3,909</b></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**

	<b>1 April 2020 £</b>	<b>Incoming resources £</b>	<b>Outgoing resources £</b>	<b>Transfers £</b>	<b>31 March 2021 £</b>
<b>Unrestricted funds</b>	283,283	169,119	(101,009)	-	351,393
<b>Designated funds</b>	13,000	-	-	-	13,000
<b>Restricted funds</b>					
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
<b>Total funds</b>	<b>333,311</b>	<b>701,439</b>	<b>(626,688)</b>	<b>-</b>	<b>408,062</b>

**10a. Reconciliation of movements in funds 2020 – Comparatives**

	<b>1 April 2019 £</b>	<b>Incoming resources £</b>	<b>Outgoing resources £</b>	<b>Transfers £</b>	<b>31 March 2020 £</b>
<b>Unrestricted funds</b>	283,653	74,350	(74,720)	-	283,283
<b>Designated funds</b>	13,000	-	-	-	13,000
<b>Restricted funds</b>					
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
<b>Total funds</b>	<b>342,460</b>	<b>678,311</b>	<b>(687,460)</b>	<b>-</b>	<b>333,311</b>



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

#### 11a. Analysis of net assets between funds 2020 - Comparatives

	General funds £	Designated funds £	Restricted funds £	Total £
<b>Fund balances at 31 March 2020 are represented by:</b>				
Tangible fixed assets	8,089	-	-	8,089
Current assets	379,297	13,000	37,028	429,325
Current liabilities	(104,103)	-	-	(104,103)
	<hr/>	<hr/>	<hr/>	<hr/>
Total net assets	<b>283,283</b>	<b>13,000</b>	<b>37,028</b>	<b>333,311</b>
	=====	=====	=====	=====

## SPORTING EQUALS

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### NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2021

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**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
	<hr/>	<hr/>
Net cash flow from operating activities	<b>401,483</b>	<b>60,046</b>
	<hr/>	<hr/>

**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.