

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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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.

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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*).

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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*).

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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).

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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,

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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,

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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).

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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.

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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.

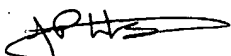
Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, I have examined your charity's accounts as required under section 145 of the Charities Act 2011 ('the Act'). In carrying out my examination I have followed the Directions given 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
	<hr/>	<hr/>	<hr/>	<hr/>
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
	<hr/>	<hr/>	<hr/>	<hr/>
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
	<hr/>	<hr/>
Net cash flow from operating activities	(17,958)	401,483
	<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 £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.