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# **SPORTING EQUALS**

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**(A company limited by guarantee)**

## **REPORT AND FINANCIAL STATEMENTS**

**31 MARCH 2023**

**Company No: 05853520**

**Charity No: 1119365**

SPORTING EQUALS

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**SPORTING EQUALS**

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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 MBE Beverley Mason Naz Deen Lorraine Deschamps MBE Craig Edmondson Urvashi Naidoo Yun Hui Teoh Barbara Thompson Vanessa Wallace
Chief Executive	Arundeeep Kang <b>OBE</b>
Registered Office	Office ICG. 18 Coventry University Technology Park Puma Way Coventry CV1 2TT
Bankers	HSBC 46 Old Church Road Chingford London E4 8DB
Statutory Auditor	Edwards Pearson & White (Audit) Limited, Chartered Certified Accountants & statutory auditor, 8 Jury Street, Warwick, CV34 4EW

## SPORTING EQUALS

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**DIRECTORS' AND TRUSTEES' REPORT**  
**Year ended 31 March 2023**


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

## About Sporting Equals

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

## Mission

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

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

## Objectives

Sporting Equals has three key objectives:

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

These objectives will have been completed when ethnically diverse communities:

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

## How this is achieved

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

## Values

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

## SPORTING EQUALS

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


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## Sporting Equals Five Key Outcomes

1. Increasing participation.

2. Building cohesive communities.

3. Diversifying the sport sector.

4. Improving health and lifestyles.

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

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

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

**Delivering for the public benefit**

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

Our work fits around the following three policy areas:

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

## SPORTING EQUALS

## DIRECTORS' AND TRUSTEES' REPORT (continued)

### Year ended 31 March 2023

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

### The issue in numbers

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

Key statistics include:



18.3% of England & Wales  
are ethnically diverse.\*



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



Diabetes in Ethnically Diverse Communities

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



Likelihood to be in a low income household

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



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

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

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

### Research Strategy 2020-2023

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

## SPORTING EQUALS

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

#### Key Research and Monitoring, Evaluation and Learning (MEL) of programmes undertaken during 2022/23 includes;

##### Race Representation Index 2022-2023

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

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

##### Sweaty Betty Foundation Girls Powered: Greater Manchester

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



##### Peloton Back2Active

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

## SPORTING EQUALS

## DIRECTORS' AND TRUSTEES' REPORT (continued)

### Year ended 31 March 2023

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



### Nike Future Female Leaders

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

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

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



### Comic Relief – Active Minds, Healthy Bodies

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

The project entailed:

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



## SPORTING EQUALS

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


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

A report was given to Comic Relief using their framework.



## Marketing and Communications

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

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

## SPORTING EQUALS

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


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

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

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

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

### **Website**

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

### **Community Empowerment and Brokerage**

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

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

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

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

## SPORTING EQUALS

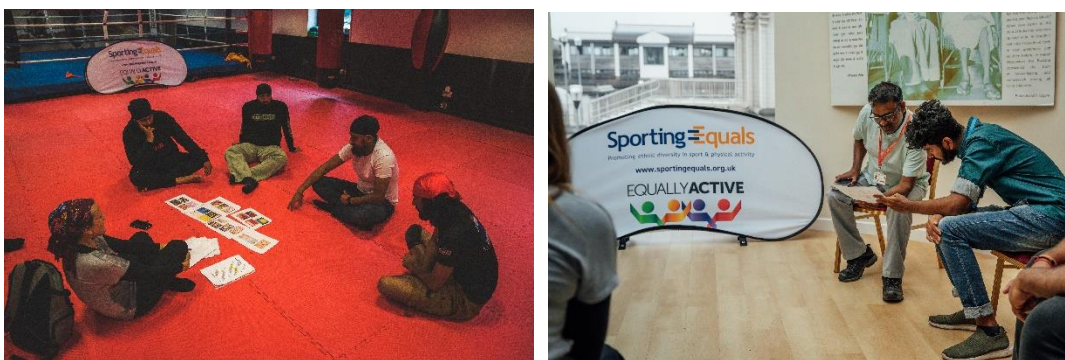
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**DIRECTORS' AND TRUSTEES' REPORT (continued)**  
**Year ended 31 March 2023**

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

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

***England Hockey***

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

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

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

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

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

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

## SPORTING EQUALS

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

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***Sporting Equals Charter***

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

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

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

***Spirit of 2012 - Breaking Boundaries Project***

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

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

***Grant Distribution***

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

***Comic Relief / NET***

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

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

***Sport England Tackling Inequalities Fund (Phase 2 and 3)***

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

**SPORTING EQUALS**

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

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***Girls Powered (Sweaty Betty Foundation)***

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

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

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

***Back2Active (Peloton)***

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

***Future Female Leaders (Nike)***

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

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

## SPORTING EQUALS

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


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

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

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

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

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

***Celebrating South Asians in Football (funded by Sky)***

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

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



**SPORTING EQUALS**

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

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**Financial Review 2022/23****Summary**

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

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

**Reserves**

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

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

**Investment Policy**

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

**Governance****Code for Sports Governance**

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

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

## SPORTING EQUALS

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

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**Legal structure and governing document**

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

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

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

**Sporting Equals' Trustees (Directors) and other volunteers**

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

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

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

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

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



## SPORTING EQUALS

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

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**Sporting Equals' Trustees (and appointment dates)**

Densign White MBE - Chair (23 April 2012)

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

Naz Deen (20 January 2021)

Lorraine Deschamps MBE (15 February 2016)

Craig Edmondson (27 February 2019)

Urvashi Naidoo (10 January 2019)

Yun Hui Teoh (20 January 2021)

Barbara Thompson (20 January 2021)

Vanessa Wallace (20 January 2021)

**Sporting Equals Staff****Key management personnel**

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

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

**Risk Management**

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

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

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

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

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

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

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

## SPORTING EQUALS

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## SPORTING EQUALS

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


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**Plans for future period**

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

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

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

**Key ambitions for 2023 / 2024 include:**

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

The overall ambitions for the year include:

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

Please go to [www.sportingequals.org.uk](http://www.sportingequals.org.uk) for further details of the work of Sporting Equals.

## SPORTING EQUALS

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

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**Statement of trustees' responsibilities**

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

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

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

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

In so far as the directors are aware:

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

**Auditor**

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


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

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

**Small company provisions**

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

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

DocuSigned by:  
  
 6507A1FD6EDF4D0...  
**D White**  
 Chair

## SPORTING EQUALS

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

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#### Opinion

We have audited the financial statements of Sporting Equals (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

#### Basis for opinion

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

#### Other Matter

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

#### Conclusions relating to going concern

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

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

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

#### Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

## SPORTING EQUALS

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

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#### Opinions on other matters prescribed by the Companies Act 2006

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

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

#### Matters on which we are required to report by exception

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

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

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

#### Responsibilities of trustees

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

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

## SPORTING EQUALS

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

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#### Auditor's responsibilities for the audit of the financial statements

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

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

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

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

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

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

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. Also the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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

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

## SPORTING EQUALS

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

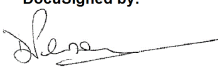
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- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the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

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

#### Use of our report

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

DocuSigned by:  
  
51B9C8EC27F143A...

David Pearson (Senior Statutory Auditor)

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

29 January 2024



## SPORTING EQUALS

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

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

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

All incoming resources and resources expended derive from continuing activities.

## SPORTING EQUALS

BALANCE SHEET  
AS AT 31 MARCH 2023

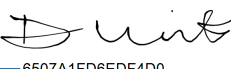
	Note	2023 £	2022 £
<b>Fixed assets</b>			
Tangible fixed assets	7	9,223	10,190
<b>Current assets</b>			
Debtors	8	191,645	297,568
Cash at bank and in hand		948,601	610,014
		1,140,246	907,582
<b>Creditors:</b> amounts falling due within one year	9	(252,976)	(249,147)
<b>Net current assets</b>		887,270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

The trustees acknowledge their responsibilities for

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

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

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

DocuSigned by:  
  
 6507A1ED8EDF4D0...  
**D White**  
 Trustee

## SPORTING EQUALS

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**STATEMENT OF CASH FLOWS**  
**AS AT 31 MARCH 2023**


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

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

## SPORTING EQUALS

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


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

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

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

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

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

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

**(b) Funds**

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

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

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

**(c) Income recognition**

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

## SPORTING EQUALS

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

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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 2023**


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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 are 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 2023**

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**(l) Judgements and key sources of estimation uncertainty**

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

**(m) Financial instruments**

The company only has basic financial instruments.

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

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

**(n) Defined contribution plans**

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

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

**(o) Deferred income**

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

## SPORTING EQUALS

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

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**2. Comparative information – Statement of Financial Activities 2022**

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



## SPORTING EQUALS

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

**3. Analysis of Income 2023**

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

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

## SPORTING EQUALS

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

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**3a. Analysis of Income 2022 - Comparatives**

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

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

**SPORTING EQUALS**  
(A company limited by guarantee)

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

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

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

**SPORTING EQUALS**  
(A company limited by guarantee)

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

**4a. Total resources expended 2022 - Comparatives**

		Sport England £	LTA £	LMCT £	Spirit £	Sweaty Betty £	Other £	2022 Total £	2021 Total £
<b>Direct allocated costs</b>	<b>Basis</b>								
Staff costs	Direct	296,864	21,569	33,987	54,597	30,449	47,074	484,540	430,986
Staff welfare	Direct	43	-	-	-	-	2,024	2,067	1,274
Agency staff	Direct	-	3,924	13,818	14,251	216	3,665	35,874	37,435
Travel & subsistence	Direct	5,230	-	39	1,297	118	5,355	12,039	475
Staff training & development	Direct	100	-	-	-	540	4,917	5,557	795
Refreshments	Direct	698	-	-	46	-	867	1,611	69
Project expenses	Direct	7,720	-	125	-	-	2,578	10,423	25,036
Bank charges	Direct	152	11	19	25	12	68	287	295
Depreciation	Direct	-	-	-	-	-	8,365	8,365	4,179
Consultancy costs	Direct	18,835	1,022	1,258	3,153	403	25,632	50,303	20,375
Equipment	Direct	544	-	-	-	-	136	680	907
Marketing Comm & Pun;	Direct	9,148	114	966	521	162	1,708	12,619	5,935
Legal & Professional	Direct	28,620	1,600	4,364	4,681	1,744	5,818	46,827	47,405
<b>Support costs allocated to activities</b>									
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
<b>Total resources expended</b>		<b>400,000</b>	<b>30,177</b>	<b>58,603</b>	<b>84,069</b>	<b>35,786</b>	<b>114,335</b>	<b>722,970</b>	<b>626,688</b>
		=====	=====	=====	=====	=====	=====	=====	=====

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

## SPORTING EQUALS

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


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**5. Net incoming resources for the year**

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

**6. Employee information**

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

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

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
£60,000 - £70,000	-	-
£70,000 - £80,000	1	1
£80,000 - £90,000	-	-
£90,000 - £100,000	-	-
£100,000 - £110,000	1	1
Above £110,000	-	-

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

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

## SPORTING EQUALS

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

**7. Tangible fixed assets**

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

**8. Debtors**

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

**8a. Prepayments**

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

**9. Creditors: Amounts falling due within one year**

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

## SPORTING EQUALS

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

**10. Reconciliation of movements in funds 2023**

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

**10a. Reconciliation of movements in funds 2022 – Comparatives**

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

## SPORTING EQUALS

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


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**Designated funds**

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

**Restricted funds**

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

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

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

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

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

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

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

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

**11. Analysis of net assets between funds**

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



## SPORTING EQUALS

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


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

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

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

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

**12a. Analysis of change in net debt**

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

**13. Controlling party**

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

**14. Pension contributions**

The charity offers all staff the workplace pension scheme.

## **SPORTING EQUALS**

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

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#### **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.

#### **16. Limitation of audit liability**

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