ZAHID MUBAREK TRUST LTD

England & Wales · Charity number 1127834

Details

Status	Registered
Legal form	Charitable company
Company number	06652052
Registered	2009-02-03
Register	View on the Charity Commission register

Contact

Address	Hampstead Town Hall Centre 213 Haverstock Hill London NW3 4QP
Phone	07969620650
Email	office@thezmt.org
Website	www.thezmt.org

Activities

Objects: THE OBJECTS FOR WHICH THE COMPANY IS SET UP ARE:-FOR THE BENEFIT OF THE PUBLIC TO PROMOTE RELIGIOUS OR RACIAL HARMONY, EQUALITY ANDDIVERSITY AND TO ADVANCE HEALTH AND SAVE LIVES BY:-I) PROVIDING SUPPORT AND ADVICE SERVICES FOR PRISONERS AND DETAINEESEXPOSED TO HARM AND VIOLENCE MOTIVATED BY RACISM, RELIGIOUSINTOLERANCE AND BELIEF INTOLERANCEII) WORKING TOWARDS THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OFRACE, RELIGIOUS INTOLERANCE AND BELIEF INTOLERANCE BY DEVELOPING VICTIM-LEDTRAINING FOR PRACTITIONERS WITHIN THE CRIMINAL JUSTICE SYSTEMIII) PROVIDING ADVICE AND SUPPORT SERVICES FOR PRISONERS AND DETAINEESEXPOSED TO HARM AND VIOLENCE MOTIVATED BY RACISM, RELIGIOUSINTOLERANCE AND BELIEF INTOLERANCEIV) DEVELOPING COUNSELLING AND EMPOWERING SERVICES FOR YOUNG ANDVULNERABLE OFFENDERSV) RELIEVING POVERTY AND ADVANCING THE HEALTH OF PRISONERS' FAMILIES BYDEVELOPING A SUPPORT NETWORK OFFERING ADVICE AND ASSISTANCEPARTICULARLY BY WAY OF A HELPLINE AND BY PROVIDING SUPPORT AT INQUESTS

Activities: MONITORING ACTIVITIES AND SUPPORT SERVICES

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes
- **Who:** Children/young People, Other Defined Groups

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, NATIONAL
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£428,886	£426,790	-	-
2024-03-31	£366,604	£385,270	-	-
2023-03-31	£366,342	£324,346	-	-
2022-03-31	£185,907	£248,050	-	-
2021-03-31	£257,776	£215,505	-	-

Trustees

Name	Role	Appointed
Anne Dunn		2020-06-01
Damian Gordon		2025-02-20
Faith Marie Spear		2026-04-01
Mohsan Sajjad		2023-11-10

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ZAHID MUBAREK TRUST LTD

England & Wales - Charity number 1127834

Accounts

ZMT
zahidmubarektrust



Zahid Mubarek Trust
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Registered Charity Number 1127834

ZMT
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Impact Report

2024-2025



We scrutinise.
We support
We advocate.

> We work with those who share our vision and values of tackling racial disparities in the criminal justice system and beyond.

thezmt.org.uk

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Our Mission

> We work with those who share our vision and values of tackling racial disparities in the criminal justice system and beyond.

Foreword from the Co-Directors

This past year has been one of profound growth, challenge, and impact for the Zahid Mubarek Trust. At a time when racial disparities in the prison system remain stark, we have continued to champion the voices of those too often unheard: prisoners, families, and staff whose experiences are tainted by discrimination and unfair treatment.

We are proud that the Trust has remained true to its founding mission: to turn scrutiny into meaningful support and transform lived experiences into lasting change. Over the last twelve months, our flagship External Scrutiny and Support Project has deepened its roots across prisons, challenging poor practice, highlighting systemic issues, and providing practical solutions that improve the daily lives of ethnic minority prisoners. At the national level, our advocacy ensured that discrimination complaint processes were not only protected but also strengthened, with our contributions reflected in the publication of the long-awaited DIRF guidance.

We also launched new and pioneering initiatives – from ARTivism, which gave men in custody a platform to express hope and resilience through creativity, to safe space sessions that offered much-needed support for prisoners and staff navigating the impacts of Islamophobia and racism. These projects, led by our lived experience team, show what is possible when trust and cultural competence are placed at the heart of engagement.

Yet we must acknowledge how hard it has been to keep race and equality firmly on the agenda in the current climate. In a system under pressure, conversations about race are often deprioritised or treated as secondary concerns. This makes our work more challenging, but also more necessary than ever. The experiences shared with us by ethnic minority prisoners and staff remind us daily that the reality of racism in prisons cannot be ignored, and that confronting it is essential for any meaningful progress on safety, fairness, and rehabilitation.

Beyond the prison gates, our work has expanded to directly support families. In the absence of dedicated funding, we nonetheless responded to dozens of calls for help, standing alongside families concerned about the safety, well-being, and fair treatment of their loved ones. For us, this remains a vital part of honouring Zahid's legacy – recognising that imprisonment affects not just individuals, but also communities.

None of this would have been possible without the courage and determination of those who continue to share their stories with us, and the commitment of our partners, supporters, and funders who believe in the importance of our mission.

As we look ahead, we remain steadfast in our vision: a prison system where fairness, dignity, and equality are not aspirations but realities. Zahid's name continues to guide our work, reminding us that change is both urgent and possible.

Imtiaz Amin & Khatuna Tsintsadze

Co-Directors
The Zahid Mubarek Trust



Imtiaz Amin



Khatuna Tsintsadze

Strategic Objective One

Improving Transparency and Accountability around Racial Equality in Prisons

The ZMT's Approach to Systemic Change

The External Scrutiny and Support Project (ESSP) continues to gain momentum as a trusted and valued mechanism for improving outcomes for ethnic minority prisoners. Positioned as a trusted and invaluable initiative, its growth across prison establishments nationwide underscores the ZMT's commitment to fostering meaningful systemic change related to racial equality in prisons.

Currently, the ESSP stands as the only specialist independent project directly influencing daily practices regarding racial equality in nearly half of the prison estate across England and Wales.

This unique position grants the ZMT unprecedented access and influence, especially crucial in an environment where racial disparities within the criminal justice system are both stark and enduring. The ZMT's grassroots interventions meticulously scrutinise prison responses to discrimination, monitor equality data, and prioritise the lived experiences of racially minoritised individuals in custody.

During the 2024-2025 period, numerous prisons proactively sought the ZMT's assistance in implementing the ESSP model, highlighting the project's credibility and the urgent need for expert, independent scrutiny.

This scrutiny has been at the forefront of policy changes regarding race equality in the prison system for over 25 years. This increased interest also reflects a concerning lack of meaningful resources and support from the central administration.

By taking up this model, the ZMT not only addresses poor practices but actively influences the integration of improved standards that align with our vision of "What Good Looks Like on Race Equality" at a substantial scale proved standards that align with our vision of "What Good Looks Like on Race Equality" at a substantial scale.

Working across nearly half of the prison estate provides a powerful platform to drive change from the ground up, influencing both local culture and national policy.

The Zahid Mubarek Trust:

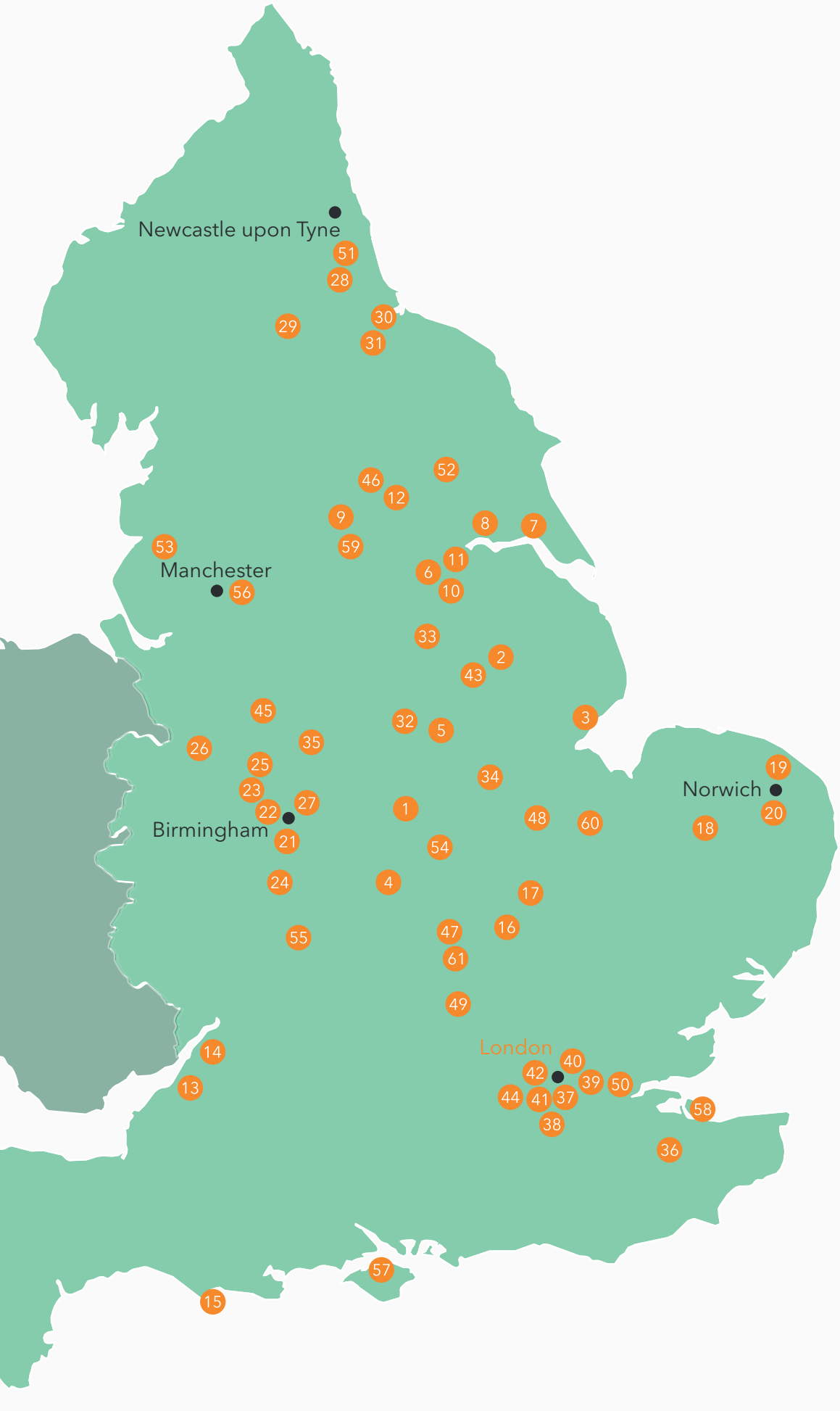
412
Prisons visits across England & Wales

3,000+
DIRFs scrutinised

267
Complaints from prisoners and their families responded to



The External Scrutiny and Support Project in numbers



61
Prisons across England & Wales

1	HMP Leicester
2	HMP/YOI Lincoln
3	HMP North Sea Camp
4	HMP Onley
5	HMP Whatton
6	HMP/YOI Hatfield
7	HMP/YOI Hull
8	HMP Humber
9	HMP Leeds
10	HMP Lindholme
11	HMP/YOI Moorland
12	HMP Wealstun
13	HMP Bristol
14	HMP Leyhill
15	HMP The Verne
16	HMP/YOI Bedford
17	HMP Littlehey
18	HMP Wayland
19	HMP Bure
20	HMP/YOI Norwich
21	HMP Birmingham
22	HMP/YOI Brinsford
23	HMP Featherstone
24	HMP Hewell
25	HMP Stafford
26	HMP/YOI Stoke Heath
27	HMP/YOI Swinfen Hall
28	HMP Durham
29	HMP/YOI Deerbolt
30	HMP Holme House
31	HMP Kirklevington Grange
32	HMP/YOI Nottingham
33	HMP Ranby
34	HMP Stocken
35	HMP/YOI Sudbury
36	HMP/YOI East Sutton Park
37	HMP Brixton
38	HMP/YOI High Down
39	HMP/YOI Isis
40	HMP/YOI Pentonville
41	HMP Wandsworth
42	HMP/YOI Wormwood Scrubs
43	IRC Morton Hall
44	HMP/YOI Feltham
45	HMYOI Werrington
46	HMYOI Wetherby
47	STC OAKHILL
48	HMP/YOI Peterborough
49	HMP Aylesbury
50	HMP/YOI Belmarsh
51	HMP Frankland
52	HMP Full Sutton
53	HMP Garth
54	HMP Gartree
55	HMP Long Lartin
56	HMP/YOI Manchester
57	HMP Isle of Wight
58	HMP Swaleside
59	HMP Wakefield
60	HMP Whitemoor
61	HMP/YOI Woodhill

Source: ZMT

The ZMT's Approach to Systematic Change

By being embedded in so many establishments, the ESS Project can challenge entrenched cultures, promote fairness and accountability, and promote and normalise good practice through direct engagement with staff and prisoners. This widespread local presence ensures that new approaches are tested and adapted in diverse environments, creating proven, evidence-based solutions that can be confidently shared across the system.

Insights drawn from almost 50% of prisons provide stakeholders with robust, credible data to shape policy that reflects real-world conditions. In doing so, the work bridges the gap between policy and practice, ensuring that national change is not imposed from above but grows organically from local improvements.

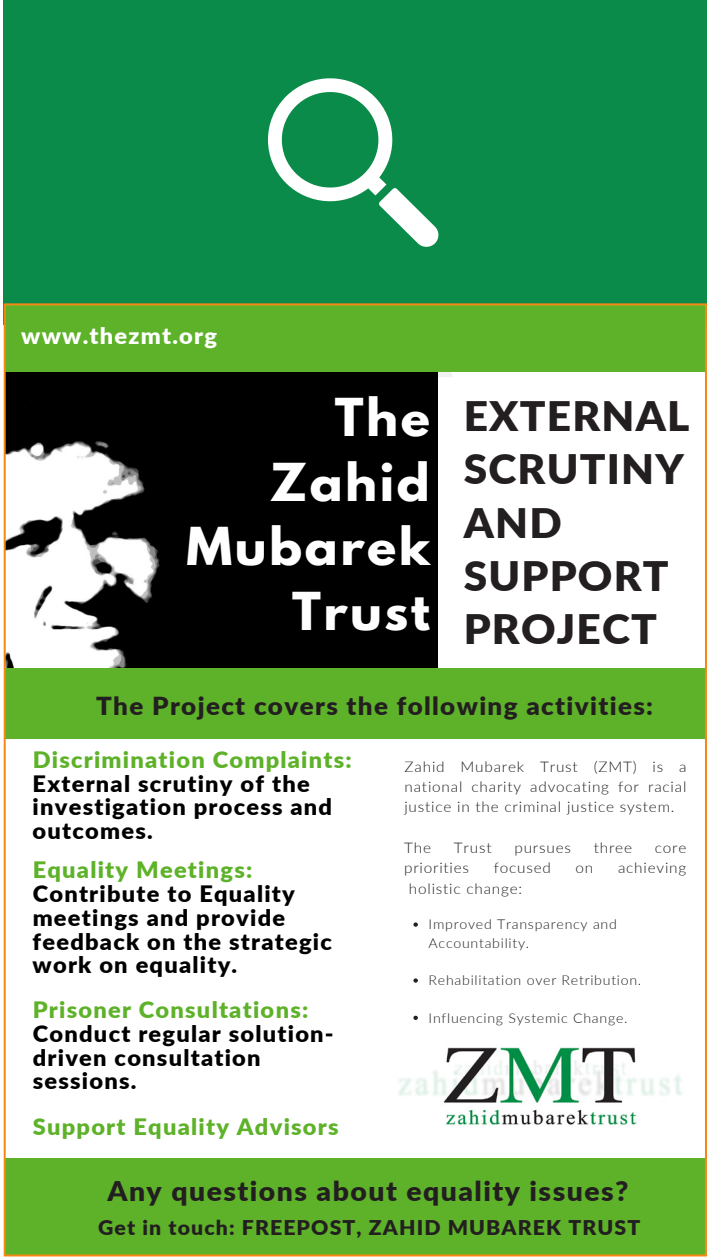
In response to the increasing demand and to enhance the project's effectiveness, the Trust has appointed two dedicated Regional Leads.

These individuals are crucial in providing direct support to establishments, fostering local relationships with both ethnic minority prisoners and staff, and ensuring the consistent delivery of analytical scrutiny of DIRFs and local equalities data.

Their structured oversight encompasses tasks such as, but not limited to, equality data analysis, enabling the identification of patterns of disproportionality and co-designing solutions to address them, evaluating the quality of investigations and outcomes of discrimination complaints, and regularly assessing the experiences of ethnic minority prisoners to ensure accountability and transparency.

The ESSP has become instrumental in amplifying transparency and accountability within prisons, uncovering systemic issues, highlighting policy compliance failures, and challenging inadequate investigations and inaction regarding discrimination.

The ZMT's ongoing presence ensures that equality concerns are neither overlooked nor deprioritised; rather, they are systematically examined, documented, and escalated as needed.



Above: This poster is displayed on notice boards across prisons in England and Wales so that prisoners can learn about ZMT's services.

This rigorous independent oversight has led to tangible changes in local policies and practices, contributing to a growing national acknowledgement that complaints of discrimination and equality data must be taken seriously as indicators of institutional culture.

Consequently, the ZMT's work is profoundly informing national guidelines and fostering a paradigm shift in how equalities and complaints are prioritised by prison leadership.

The ESSP's model is rooted in constructive challenge, lived experience, and partnership and has been refined through the ZMT's active presence in prisons and involvement in policy development for decades.

Improving Transparency and Accountability around Racial Equality in Prisons

> **Independent expert scrutiny of discrimination complaints in prisons is essential to ensure accountability, transparency, and the protection of prisoners' rights as prescribed by international legal frameworks and national policies.**

The ESSP continues to shape better practice locally and influence national policy reforms aimed at achieving fairness, safety, and genuine accountability for all.

Independent expert scrutiny of discrimination complaints in prisons is essential to ensure accountability, transparency, and the protection of prisoners' rights as prescribed by international legal frameworks and national policies.

It provides an objective and thorough review of how complaints are handled, identifies patterns of bias or neglect, and drives improvements in the fairness and effectiveness of the complaints process.

By addressing systemic issues and highlighting both challenges and successes, independent scrutiny helps prevent discrimination, empowers marginalised groups, and promotes a culture of equality and respect within prisons.

However, scrutiny cannot be truly effective if it is merely independent of the system. Relevant expertise and experience of those invited to act as scrutineers is equally essential.

As seen on numerous occasions, local fire services or generic local organisations are often asked to perform this vital duty in prisons without the relevant training, knowledge, or experience in handling discrimination complaints.

Scrutineers must possess a profound understanding of discrimination, prison systems, and the lived experiences of affected individuals to provide meaningful insights and recommendations.

Transforming entrenched negative perceptions and experiences around racial injustice in prisons cannot be performative.

Expert and experience-led external scrutiny brings the valuable perspectives of those with lived experience of discrimination, ensuring that the voices of prisoners and affected communities are central to the process.

This approach enhances trust in the complaints system, makes it more accessible and responsive, and supports reforms grounded in real-world experiences, ultimately leading to fairer treatment and greater justice for all prisoners.

© morelSO.



The Difference the ZMT Makes

Independent scrutiny led by specialised organisations is critical in enhancing outcomes within prisons, particularly for racially minoritised individuals who frequently encounter systemic disadvantages and disparities in the criminal justice system.

Our work through the ESSP demonstrates that racial equality is not a side issue; on the contrary, it is central to the fairness, safety, and legitimacy of the prison system. Community-led scrutiny is not only necessary but uniquely effective in ensuring that this principle is upheld.

Unlike internal audits or compliance checks, external scrutiny brings objectivity, credibility, and specialist knowledge to the heart of prison operations.

When scrutiny is community-led and grounded in lived experience and racial justice expertise, as with the External Scrutiny and Support Project (ESSP), it becomes a transformative tool for systemic change, not just a mechanism for oversight.

Community-led scrutiny fundamentally differs from the monitoring functions of the Independent Monitoring Boards (IMBs) and His Majesty's Inspectorate of Prisons (HMIP) in both purpose and approach:

- **Specialist focus:** While HMIP and IMBs offer broad oversight of prison conditions and treatment, community-led scrutiny focuses specifically on equality, discrimination, and racial justice, ensuring that issues too often marginalised receive sustained attention.
- **Cultural competence and lived experience:** ESSP scrutiny is led by individuals with lived and professional expertise in racial justice and imprisonment. This results in a deeper understanding, more nuanced analysis, and increased credibility among both prisoners and staff
- **Continuous and relational:** Community-led scrutiny fosters ongoing relationships with establishments, rather than relying on one-off inspections. This enables the longitudinal tracking of issues, consistent feedback, and trust-building between prisoners and staff.

Sev Bikim, Regional D&I Lead

> **Through the External Scrutiny Project and the Equality Advocate Project, the ZMT has revitalised the understanding and enactment of racial equality in the Bedfordshire, Cambridgeshire & Norfolk Region (BCN). By collaborating with prisons instead of merely observing them, we've challenged outdated practices, built trust, and shown that transformative change is achievable when local voices are heard.**

External Scrutiny and Support Project participant

> **I always found it strange that an organisation can call itself 'independent' when it's taking money from the governor. How can you be critical when your pay comes from the very people you're supposed to hold accountable? Independence from the system is not just about physical detachment, but also about not partaking in the monetary benefit from the system you claim to challenge and change. After over 20 years in prison, I'm open to being convinced, but right now, I'm sceptical.**

- **Independence from the system:** Unlike IMBs, who are appointed by the Secretary of State, or HMIP, which inspects under statutory remit, community-led scrutiny is independent of government. This autonomy enables us to challenge policy and practice more freely and advocate for systemic reform.
- **Bridge between prisons and community:** Community-led models connect what happens behind the prison walls with the concerns of families, communities, and advocacy organisations on the outside. This expands accountability beyond the prison itself.

At the start of the External Scrutiny Project in 2012, during a prisoner forum focus group aimed at gauging their views on the parameters of external scrutiny of discrimination complaints, one participant shared his perspective on the process and its boundaries.

The quote above has since shaped the ZMT's stance on the scrutiny framework.

Below: © ZMT. ZMT Equality Advocates during a session.



The Difference the ZMT Makes



Above: © ZMT. ZMT staff meeting with the Equality Advocates.

The ZMT's scrutiny model is deliberately structured to remain financially independent from the prison service and any prison-based funding, ensuring that its credibility and impartiality are never compromised in the eyes of those it serves: primarily ethnic minority prisoners and staff. This independence is critical to maintaining the trust and confidence of its direct beneficiaries.

However, this principled stance has placed the Trust in a precarious financial position over the years, as the scrutiny project demands the largest share of the organisation's resources in the shrinking funding landscape for racial justice work in prisons.

This specialist, independent, and community-rooted approach matters in many ways:



- Exposes blind spots in internal systems that may normalise or overlook racism.
- Improves outcomes by raising the standard of investigation into discrimination complaints.
- Increases accountability by holding prisons accountable to the communities most affected by their practices.
- Builds trust among prisoners, especially those who have long felt unheard and over-policed.

Improving Transparency and Accountability around Racial Equality in Prisons

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Above: © ZMT.

The Difference the ZMT Makes

Reflections from Staff

Shakeil Hemmings, Regional Lead, ESSP

This year has shown what can be achieved through determined scrutiny, constructive challenge, and genuine collaboration. From improving DIRF processes, amplifying the voices of those in custody, to tackling disproportionate outcomes. Yet the pressures facing prisons mean equality work can too easily be sidelined. My commitment is to keep our organisation's objectives firmly in view, ensuring they deliver real and lasting change.



"Over the past year, I have been proud to contribute to work that has had a meaningful impact on EDI and the fair and equitable treatment of those held in prison custody and those who work with them. In my region of the West Midlands, I have often been commended for supporting the momentum of progress of EDI with a mutual understanding of what good looks like."

"I believe that I have strengthened DIRF investigatory practices through my scrutiny by producing insightful and constructive reports that have directly informed improvements in how discrimination complaints are handled. In addition to this, I have also delivered both local and regional DIRF training, ensuring staff feel confident and equipped to deal with these sensitive matters."

"Supporting organisational change has been a key part of my role, from providing staff awareness and guidance with equalities data, tackling disproportionality, promoting transparency and accountability in decision-making, and supporting the confidence and competence of EDI leads to manage equality effectively."

"I have taken pride in creating impactful spaces for listening, learning, and meaningful dialogue, from consultation sessions with ethnic minority children in HMP/YOI Werrington, young adults in HMP/YOI Swinfen Hall, and uniformed staff across the service. These sessions have surfaced valuable insights into lived experiences and operational challenges, which I have fed directly to senior leadership to inform decisions, shape practise, and drive tangible change. By amplifying these voices, I aim to ensure that equality, fairness, and accountability remain central to the work of the prison service."

"I have represented the organisation at various key stake holder events, hosting stalls, engaging with prospective prison officers, and sharing our organisations unique mission. The fact that our organisation is often invited to such events to share our unique insight into matters relating to ethnicity in custody conveys that we still remain key players in this space."

"I am also particularly proud of curating and delivering a bespoke Black History Month presentation on the history of race relations in the prison service, presenting this across multiple establishments."

"Besides my normal duties of the ESSP, other highlights include:

- Supporting the Together Against Racism campaign at HMP/YOI Werrington.
- Beginning work with the Youth Custody Service to improve outcomes for ethnic minority children.
- Delivering to the Frontline Staff Network Festival to share our organisations mission, attended by around 63 attendees which received strong positive feedback.
- Continued support of HMP Erlestoke, a challenging but very rewarding establishment to partner with.
- Conducting a comprehensive DIRF survey at two establishments, eliciting greater confidence in the DIRF process through multiple key recommendations.
- Completing a literature review in support of the HMP Wayland Pilot project."

"I hope that for the establishments where we have built positive working relationships, our scrutiny is seen as constructive, enabling us to remain a critical friend, ensuring better outcomes not only for ethnic minority prisoners, but for all of those held in prison custody."

Challenges ahead:

"Looking forward, there are challenges ahead that may impact our ability to sustain this progress. In many establishments, there is a noticeable decline in engagement with equalities work from senior leaders. The departments we partner with often lack the funding and resources to operate at their full potential, and many colleagues are overworked and under-supported. In Young Offender Institutions, and the Youth Custody Service, disorder and staff shortages create further barriers to sustained project work. Although, I do acknowledge that such challenges also present opportunities to address concerns of the treatment and experiences of children and young people in custody.

There are also tensions when our organisation's findings differ from those of HM Inspectorate of Prisons (HMIP). Understandably, prison establishments may place greater weight of the conclusions of HMIP as the official inspectorate official body, which can diminish the impact of our own scrutiny.

Despite these challenges, I remain committed to maintaining strong working relationships with the establishments we engage with. Where there is mutual trust and openness, our scrutiny can continue to act as a constructive, critical friendship. A friendship that drives better outcomes not only for ethnic minority prisoners, but for everyone within the prison service."

The Difference the ZMT Makes

Expert and Experience-led External Scrutiny Framework by the ZMT

Our research and experience at the ZMT underscore that the decision to reject specific funding sources is closely tied to upholding four core principles fundamental to effective and trustworthy external scrutiny in prisons: independence, impartiality, neutrality, and humanity.



1 At the base of this framework is independence, the broadest and most critical principle. Independence ensures that external scrutiny can be conducted without interference or influence from prison authorities. This principle is foundational because without true independence, the ability to challenge systemic issues, especially complaints of discrimination, cannot be fully realised. The ZMT insists that scrutiny must be free from financial or operational entanglement with the prison system to maintain credibility and effectiveness.

2 Building upon independence is impartiality. For the ZMT, impartiality guarantees that scrutiny addresses discrimination and other concerns fairly, without bias toward any group or individual based on ethnicity, religion, gender, or political views. This ensures that investigations and reports are grounded in the national policy and international frameworks, helping to rebuild trust among prisoners, staff, and the communities they serve.

3 At the top of the framework is humanity, the ultimate goal driving all ZMT's work. Upholding humanity means that our scrutiny is fundamentally about alleviating suffering, ensuring dignity, and promoting equitable treatment for all prisoners, particularly those who face discrimination and marginalisation. Maintaining independence, impartiality, and neutrality is crucial to upholding this principle and ensuring that our interventions are driven solely by the well-being and rights of those we serve.

4 This principled approach to funding and independence strengthens ZMT's ability to conduct external scrutiny that is trusted, effective, and capable of driving meaningful change within prisons.

What stakeholders say about the ZMT's impact

The summary of the inspection reports in 2024-2025 weaves together the key themes of transparency, improved investigation quality, trust-building, specialist training, and systemic influence, all highlighting the ESSP and ZMT's unique role in driving improvement, building trust and raising standards on the ground.

Impact in 2024

69%
increase in DIRF submissions at HMP Bedford

HM inspection reports highlighted measurable and widely recognised impact on how prisons handle discrimination complaints and promote racial equality following the ZMT's external scrutiny work:

Through regular, expert-led external scrutiny of the Discrimination Incident Reporting Form (DIRF) process, the ZMT supported several establishments to improve both the quality and credibility of their responses to discrimination.

Inspection reports across the estate referenced ZMT's work as "robust," "major," and "impressive", with inspectors highlighting that the Trust's involvement helped ensure investigations were thorough, timely, courteous, and based on evidence.

Prisons noted that the ZMT's presence led directly to improvements in policy and practice, including:



Above: © ZMT

- A 69% increase in DIRF submissions at HMP Bedford, signalling growing trust in the process.
- The development of bi-monthly scrutiny panels and transparency forums at HMP Erlestoke increased both prisoners' and staff's confidence in the system.
- A consistently higher quality of investigation and response, including interviews with all parties and respectful replies, across multiple prisons.

HMP Bedford, September 2024

> **The Zahid Mubarek Trust... carried out scrutiny of all DIRF investigations... and delivered the 'equality advocate' training... The result had demonstrable improvement in quality...**

What Stakeholders Say About the ZMT's Impact

The ZMT's Equality Advocate training, delivered to prisoners as part of supporting its external scrutiny work, was praised for strengthening peer-led support structures and embedding a culture of rights awareness and collective accountability.

HMP Long Lartin, October 2024

> **A group of 'equality advocates' had just completed lengthy training... adding to the existing work of equality reps... with demonstrable improvement in the quality of DIRF investigations.**

Unlike statutory bodies like IMBs or HMIP, ZMT's community-led model brings specialist, race equity-focused expertise and lived experience directly into the heart of prisons. This bridges the gap between prisons and the communities they serve, drives sustainable change, and provides prison leaders with clear, evidence-based feedback to raise standards and ensure fair treatment for all.

HMP Belmarsh, 2024

> **The Trust produced a detailed report for each DIRF, which highlighted both good and bad practice. Leaders used these reports to drive improvement.**

Photos from The David Ramsbotham Award 2024 from left to right: © ZMT. Sev Bikim MBE, Richard Ramsbotham, Shakeil Hemmings, Niyi Akinseye, Imtiaz Amin, Magdalena Serej, Khatuna Tsintsadze.





Improving Transparency and Accountability around Racial Equality in Prisons

Across the prison estate, the ZMT's work is increasingly recognised not only as a model of good practice, but as a catalyst for change—improving trust in the system, sharpening accountability, and supporting the cultural shift toward fairness, inclusion, and safety.

D&I Lead, Youth Custody Service

> We held our annual awards ceremony on Friday 10th January, and although it was me picking up an award for 'Partnership Working', I absolutely would not have been able to win this award without the help of Shakeil and Niyi – who isn't included as I believe he has moved on. The read out on the night was heavily based on the fantastic work we did in conjunction with one another, with particular focus on the 'Zero Tolerance to Racism' project back in May 2024. I just wanted to again place on record my thanks for all the hard work that you conducted in Werrington with me, and recognise the important role you played in this project, which clearly would not have been achieved without the input and dedication of the Zahid Mubarek Trust.

Sharron Showell, D&I Lead

> The Zahid Mubarek Trust has been an incredible source of support throughout my work with the Equality Advocates at HMP Hewell. Whether I have a question or need guidance during a challenging conversation with a member of the Senior Leadership Team around a Protected Characteristic, they're always there with the tools, insight, and encouragement I need. Their commitment to fairness and inclusion makes a real difference – not just to me, but to the wider prison community.



Strategic Objective Two

Improving the Treatment of and Outcomes for Ethnic Minority Prisoners

Having been involved in shaping the change nationally and locally around race equality in prisons, the Trust has learnt that real and lasting change in the prison system does not come solely from policies written at the top. While the national policy lays the foundation for it, in some instances, culture change is forged from the bottom up, by those who live in the system every day. When people in prison are empowered to lead, question, and shape the structures that govern their lives, the impact is profound. It disrupts cycles of silence and disengagement, and replaces them with purpose, accountability, and hope.

Bottom-up change restores agency to those most affected by injustice and ensures that transformation is not just imposed, but owned. It is in these grassroots efforts, led by prisoners, supported by the community, and grounded in lived experience, that the prison system finds its most potent catalyst for equity, dignity, and progress.

The ZMT's active and meaningful presence in prisons, combined with its continuous engagement with both staff and prisoners, plays a vital role in enabling bottom-up culture change. By regularly listening to lived experiences, facilitating open dialogue, and providing practical support, the Trust builds trust and credibility within the prison community.

This grassroots approach empowers individuals, particularly those from ethnic minority backgrounds, to voice their concerns, challenge poor practices, and become active participants in shaping fairer and more inclusive environments.

At the heart of this approach is the ZMT's bottom-up culture change model, which centres on amplifying the voices of those most affected by discrimination and marginalisation, and using their insights to influence practice, policy, and leadership priorities.

Through consistent engagement and by nurturing agency at all levels, the Trust helps shift attitudes, embed accountability, and drive sustainable change from within.

Below: © ZMT. ZMT staff at the Unlocked Graduates Conference in London.



The Equality Advocate Project

The ZMT launched the Equality Advocate Project to address persistent racial disparities and build safer, fairer environments within prisons.

The project trains ethnic minority prisoners to become Equality Advocates: peer leaders who support others, scrutinise discrimination complaints, and work directly with staff to improve equality outcomes at a local level.

The Equality Advocate Project, delivered by the ZMT across 17 prisons, is a powerful example of how bottom-up change in the prison system is not only possible but also essential.

By training and supporting prisoners to become Equality Advocates, the ZMT equips individuals with the knowledge, confidence, and tools to challenge discrimination, promote fairness, and support their peers from within the system.

These advocates act as a vital bridge between prisoners and staff, ensuring that the voices of racially minoritised people are heard, respected, and acted upon.

The project transforms passive recipients of policy into active participants in justice: people who can identify injustice, articulate it, and work collaboratively to address it.

In doing so, the Equality Advocate Project embeds lived experience, peer leadership, and grassroots accountability into the fabric of prison life, proving that meaningful change doesn't trickle down from authority, but rises from within.

The Equality Advocates are not just trained peer workers, but they are the foundation of a growing movement of changemakers for racial justice within prisons.

Rooted in lived experience, armed with knowledge of rights and systems, and driven by a profound sense of purpose, these advocates are challenging the status quo from within. They are reshaping what leadership looks like in custody, supporting their peers, confronting inequality, and holding institutions accountable. Across their units and prisons, they are building momentum for a more just and humane system – one where fairness is not aspirational, but expected.

In a space where silence and resignation often prevail, the Equality Advocates are amplifying the voices of those who are too frequently overlooked and demanding that racial justice become a lived reality, not a distant ideal.

Impact in numbers

17
prisons delivering the Equality Advocate Project

536
prisoners trained as Equality Advocates

203
peer support sessions facilitated

33
equalities forums co-chaired by Advocates

19
staff briefings and workshops supported

Improving the Treatment of and Outcomes for Ethnic Minority Prisoners

Impact on the Treatment of and Outcomes for Ethnic Minority Prisoners – and the Broader Equalities Landscape in Prisons

The Equality Advocate Project continues to demonstrate measurable improvements in both the lived experience of ethnic minority prisoners and the broader integrity and responsiveness of equalities frameworks within participating prisons. The impact of this work spans cultural shifts, improved outcomes, and systemic strengthening, as outlined below:

1.

Increased Confidence in the System

Across establishments where Equality Advocate cohorts are well embedded, there has been a demonstrable increase in prisoners' willingness to engage with the discrimination complaints process. Sites reported an average 42% increase in Discrimination Incident Reporting Form (DIRF) submissions, suggesting a tangible rise in confidence among prisoners that their concerns will be heard and addressed. In one prison, internal survey data revealed a striking improvement in prisoner trust, with the proportion of prisoners who believed that complaints of discrimination would be taken seriously rising from 28% to 61% in under 12 months. These figures reflect more than operational success—they signal a shift towards a more rights-aware and engaged prison population.

2.

Strengthened Standards for Investigations

DIRFs submitted with the support of trained Equality Advocates were found to be twice as likely to contain complete, relevant, and well-structured evidence, thereby increasing the likelihood of a robust and fair investigation. By enhancing the evidentiary quality of complaints, the project not only supports prisoners in having their voices heard accurately but also ensures that investigations are less likely to be dismissed at the triage stage due to a lack of clarity or insufficient supporting evidence. This shift has contributed to greater procedural fairness and a growing culture of accountability within Diversity and Inclusion (D&I) working environment.

*Data sourced from internal prison reporting and ZMT monitoring returns, 2024–2025.

Equality Advocate, HMP Wayland

> "Too often, prisoners, especially those of us from ethnic minority backgrounds, are expected to stay silent in the face of discrimination. Before this project, many of us didn't bother reporting anything because we knew it wouldn't be taken seriously. But the Equality Advocate Project changed that. It gave us a voice, not just to raise concerns, but to demand fairness with confidence."



> By embedding lived experience and peer-led support at the heart of the equalities' infrastructure, the Equality Advocate Project continues to set a powerful precedent: that prisons become fairer, safer, and more legitimate when those most affected by inequality are empowered to lead the change.

3.

Safer, More Inclusive Prison Environments

The presence of trained, trusted Equality Advocates has significantly improved the social and emotional climate for minoritised prisoners, particularly those from Black and Muslim backgrounds. In one pilot site, prisoners reported a 30% reduction in feelings of isolation, which they directly attributed to increased access to peer-led advocacy and culturally competent support. Beyond this pilot, qualitative feedback across multiple establishments described Equality Advocates as a vital bridge between individuals and systems, helping to build community, reduce fear, and foster a greater sense of safety and belonging among those most at risk of marginalisation.

4.

Pathways to Leadership and Progression

The project has also delivered long-term benefits by creating structured pathways into meaningful roles for participants. Eighty-six trained Equality Advocates have progressed into additional positions of responsibility across the prison estate, including peer mentoring, safer custody representation, and restorative justice facilitation. These transitions not only demonstrate the project's potential as a platform for personal development and leadership but also affirm its value in contributing to a more inclusive and representative rehabilitative culture.

Equality Advocate, HMP Standford Hill

> The presence of trained Advocates made the system feel less distant, less stacked against us. We began to see stronger investigations, proper outcomes, and, most importantly, each other. For me, becoming an Advocate wasn't just about helping others; it was a way to challenge the idea that people like us don't belong in leadership. It showed that we can hold the system to account from the inside. This work matters, not just because it makes prisons safer and fairer, but because it reminds everyone that dignity, justice, and equality aren't optional; they're non-negotiable.

Strategic Impact:

The Equality Advocate Project aligns with the HMPPS Race Action Programme, the Lammy Review recommendations and HMIP expectations around local governance and equalities scrutiny. It builds stronger relationships between staff and prisoners, enhances accountability, and embeds equity into the everyday fabric of prison life. The Equality Advocate Project is transforming how prisons understand and respond to discrimination. It is practical, powerful, and peer-led: building bridges where walls once stood. Together, we are proving that equity is not just a value, it's a practice.

Impact of the Collective Action in Practice: Equality Advocates at HMP Wayland

Last year, the ZMT piloted a ground-breaking peer-led scrutiny panel led by the Equality Advocates at HMP Wayland, marking a significant and tangible step forward in transforming how discrimination complaints are handled in prisons. Rooted in the principles of trust, accountability, and empowerment, the project had a profound impact on prisoners, staff, and the prison system as a whole.

The independent evaluation of the pilot found that meaningful systemic change to improve confidence in discrimination complaints does not necessarily require an existing culture of fairness to succeed. This notion is flawed.

The act of embedding transparency and accountability through peer-led scrutiny is what begins to shift culture. As demonstrated by the Wayland Pilot, culture change follows practice change, starting with fair and inclusive systems.

The pilot has shown that centring diversity and inclusion in system design not only builds trust and fairness but also reduces problematic behaviour and promotes rehabilitation.

Equalities work has fostered self-awareness among both prisoners and staff, contributing to a safer and more respectful environment.

As staffing pressures grow and prison populations rise, empowering prisoners through peer-led models is not only practical but necessary.

This pilot has laid the foundation for long-term, systemic change and has proven that prison can indeed be a place of personal transformation when external scrutiny, inclusivity, and learning are prioritised.

The act of embedding transparency and accountability through peer-led scrutiny is what begins to shift culture.

Here are some key areas that have improved as a direct and indirect result of the Wayland Pilot project:

- **Rebuilding Trust in the Complaints Process**

  Before the pilot, many ethnic minority and younger prisoners expressed a deep mistrust of the DIRF process, believing it to be inaccessible, ineffective, or lacking credibility. The introduction of a peer-led scrutiny panel helped reverse this trend. By involving trained prisoner Equality Advocates in reviewing complaints, the project offered an independent and relatable layer of oversight, improving prisoner confidence and demonstrating that complaints would be treated fairly and seriously.

- **Strengthening Accountability and Transparency**

  The panel's work brought a fresh, community-based lens to complaint handling. Their scrutiny identified cases where processes had been followed appropriately but also instances where investigations lacked depth or where outcomes did not reflect the evidence. These findings, presented to prison leadership, resulted in immediate improvements in how complaints were reviewed and addressed. As a result, the process became more transparent, responsive, and accountable.

- **Promoting Active Citizenship and Leadership**

  Through training and participation in the scrutiny panel, prisoners developed skills in critical thinking, rights awareness, communication, and leadership. Many of those involved described a sense of purpose and agency, qualities not often nurtured in the prison environment. The project challenged assumptions about who can lead change in custody, and positioned prisoners as partners in improving justice and fairness.

- **Creating Cultural Change Within the Establishment**

  The pilot acted as a catalyst for a broader cultural shift at HMP Wayland. Staff began to view prisoners not simply as complainants but as contributors to a fairer and more effective system. The presence of a structured, peer-led scrutiny process encouraged better record-keeping, greater consistency in investigations, and more open dialogue between prisoners and staff about equality and inclusion.

- **Establishing a Replicable Model of What Good Looks Like**

  Perhaps most importantly, the pilot created a replicable, evidence-based model of peer-led scrutiny that can be adopted in other establishments. It demonstrated that, with the proper training, support, and buy-in from prison leadership, prisoners can play a meaningful role in upholding fairness and accountability within custodial settings.

The Returning Citizens Projects

The Returning Citizens Programme is the newest addition to ZMT's mission to improve the treatment of and outcomes for ethnic minority prison leavers. It was developed in response to a clear gap in the system: while resettlement services exist, they are often generic, under-resourced, and fail to address the unique cultural, social, and systemic challenges faced by Black, Asian, and minority ethnic individuals leaving custody. Without targeted intervention, these challenges can lead to isolation, discrimination, and a higher risk of reoffending.

At its core, the programme provides specialist, culturally competent resettlement support – delivered by practitioners with both professional expertise and lived experience of the justice system. This culturally responsive approach ensures that support is relevant, relatable, and rooted in an understanding of the structural inequalities that many prison leavers face.

Our support is comprehensive and holistic, combining practical assistance with housing, training and employment, with emotional and peer-led mentoring that helps individuals rebuild confidence, strengthen resilience, and re-establish a sense of belonging in the community.

The programme is designed to be personalised — no two pathways are the same.

Each Equality Advocate is supported based on their needs, aspirations, and circumstances, enabling them not only to reintegrate but to continue their role as advocates for equality and fairness in society. Crucially, the programme maintains the connection forged in custody through the Equality Advocate Project, ensuring continuity of trust and support beyond the prison gate.

In the past year, we have supported 103 Equality Advocates in the community, with 11 of them securing paid work experience with ZMT.

Impact in 2024

103
Equality Advocates supported in the community

11
of them secured paid work experience with ZMT

This allows them to apply their skills and lived experience directly to ZMT's projects, creating a cycle where those most affected by the justice system become leaders in shaping its reform.

Equality Advocates benefit from a range of paid work experience opportunities that enable them to apply their lived experience, develop professional skills, and play a leading role in shaping and delivering community and prison-based projects.

For example, two Advocates took the lead in co-designing and are now actively implementing the ARTivism Project, which harnesses the power of creative arts to give prisoners a sense of hope, purpose, and self-expression while building connections between the prison and broader community.

Meanwhile, three Advocates collaborated closely in the design of ENRICH, an early intervention programme tailored for young people caught up in the criminal justice system, and will be delivering this transformative support aimed at preventing reoffending and promoting positive life choices.

Within prisons, several Advocates contribute significantly by co-facilitating workshops and support sessions that help empower other prisoners, while also mentoring and supporting trainee Advocates as they develop confidence and skills in their roles.

These paid roles not only enhance the Advocates' own personal and professional development but also strengthen the impact and sustainability of our projects by centring those with lived experience at the heart of change.

This work is urgent. National statistics show that between April 2021 and March 2022, proven reoffending rates were 20.8% for Asian offenders, 25.9% for Black offenders, and 26.6% for White offenders in England and Wales.

For many ethnic minority prison leavers, the barriers to resettlement are compounded by systemic discrimination, limited access to culturally relevant services, and a lack of community-based support that reflects their lived realities.

By addressing these barriers head-on, the Returning Citizens Programme tackles not only the symptoms of reoffending but also its root causes. Through this programme, ZMT is changing the narrative of release – from one of survival to one of opportunity, empowerment, and leadership. It is a powerful example of how bottom-up, community-led support can work in tandem with national policy aims to create lasting systemic change.

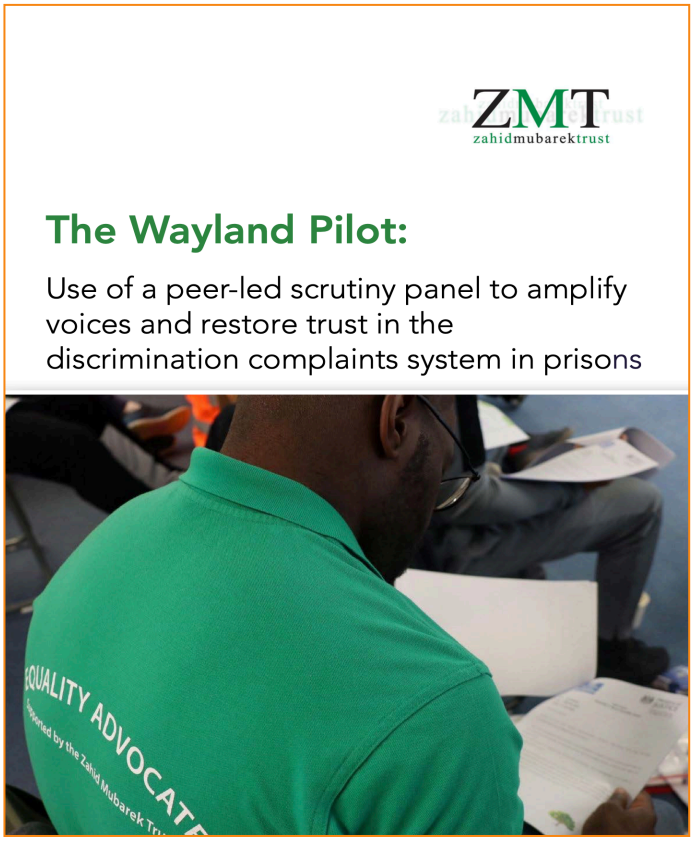
The Wayland Project

The Wayland Pilot delivered more than process improvements; it fostered a more profound commitment to justice, reshaped relationships between staff and prisoners, and proved that co-production in prison governance is both possible and powerful.

The impact of this work extends beyond HMP Wayland, offering a vision for systemic change rooted in inclusion, lived experience, and shared responsibility.

Read The Wayland Pilot Evaluation Report (September 2024) available at:

https://barrowcadbury.org.uk/our-impact/publications-and-research/the-wayland-pilot-use-of-a-peer-led-scrutiny-panel-to-amplify-voices-and-restore-trust-in-the-discrimination-complaints-system-in-prisons/



Strategic Objective Three

Contribute to a solution-focused and evidence-based debate on reducing racial disparity in the prison system

In the past twenty-five years, the ZMT has played a key role in advocating for a solution-focused and evidence-based work on reducing racial disparities in the prison system. During this period, the Trust deployed various strategies of working with the prison service and the Ministry of Justice on improving the treatment of and outcomes for ethnic minority prisoners.



Photo above: © ZMT. Khatuna Tsintsadze at a Funding Network event.

While the prison service has made some significant strides towards improving data transparency, developing policies, and engaging with external partners, the ZMT believes that substantial challenges remain or have worsened in some areas.

Racial disparities persist in areas like disciplinary measures, access to rehabilitation, and treatment by staff. It is the ZMT's expert view that these systemic issues require more profound cultural change, more consistent accountability, and sustained investment in grassroots empowerment.

Progress can sometimes feel slow or patchy, especially given the scale and complexity of the prison system. But at the moment, race equality has become an afterthought for HMPPS. The ZMT believes that more ambitious, urgent, and community-led action is necessary to achieve meaningful, lasting racial justice in prisons.

The HMPPS Offender Equalities Annual Report 2023 to 2024 (**https://www.gov.uk/government/statistics/hmpps-offender-equalities-annual-report-2023-to-2024**) provides detailed statistics on the prison population in England and Wales, focusing on protected characteristics such as age, race, religion, etc.

As of 31 March 2024, the total prison population was approximately 88,000, with males comprising 95.9% and females 4.1%. Ethnic minority prisoners accounted for 31.7% of the population, with Black or Black British prisoners making up 12.9% of remand and 12.1% of sentenced prisoners.

Regarding age, 33.4% were in the 30-39 age group, and 13.1% were under 25. The religious affiliation breakdown showed that 44.6% identified as Christian, 31.0% reported having no religion, and 18.2% identified as Muslim. The report also delves into specific areas such as incentives.

Incentive status data indicated that a higher proportion of female prisoners, those aged between 18 and 39, or from Black or Black British ethnic backgrounds, were on the Standard incentive level. Highlighting the existing and persistent racial disparities in prisons is central to the ZMT's mission. We believe that addressing these entrenched systemic failures requires a holistic, lived-experience-led approach that transforms both policy and practice.

Building on our core work with Equality Advocates and external scrutiny, the ZMT advocates for systemic reforms, starting with the transparent and independent monitoring of discrimination complaints to ensure accountability and fairness in areas such as the use of force, adjudications, and IEP decisions.

Through training and mentoring Equality Advocates, many of whom have lived experience of incarceration, we empower those most affected to challenge inequality from within the system, co-designing projects such as ARTivism and ENRICH that support rehabilitation and early intervention.

ZMT also works directly with prison leadership and national equalities teams to embed anti-racist policies and improve cultural competency among staff.

By centring lived experience in every step, from data collection and advocacy to policy change and community engagement, the ZMT fosters a prison environment that not only addresses racial disparities but actively supports ethnic minority prisoners' wellbeing, dignity, and chances for successful reintegration.

Due to the Government change last year and a shift in our approach to advocacy on systemic changes, we concentrated primarily on culture change at the grassroots level: building capacity and empowering a collective movement of people with lived experience.

This approach aligns closely with our new organisational strategy 2030, which will be launched in 2026. The conference will reinforce our commitment to fostering sustainable, community-led change within the prison system.

Through these efforts, alongside our External Scrutiny and Support Project and national training initiatives, we continued to provide credible, rights-based evidence and practical solutions that inform policy and improve accountability.

Below: © ZMT.



Company registration number: 06652052
Charity registration number: 1127834

Zahid Mubarek Trust Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2025

Zahid Mubarek Trust Limited

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Zahid Mubarek Trust Limited

Reference and Administrative Details

Trustees	Daniel Benedict Rubinstein Ms Anne Dunn Mr Mohsin Sajjad Mr Damian Dominic Gordon
Senior Management / Leadership Team	Imtiaz Amin, Co-director Ms Khatuna Tsintsadze, Co-director
Charity Registration Number	1127834
Company Registration Number	06652052
Registered Office	Hampstead Town Hall Centre 213 Haverstock Hill London NW3 4QP
Independent Examiner	Zain Saleh FCCA ZAS Accountancy & Tax Ltd Suite 427 Legacy Centre Hampton Road West Feltham Middlesex TW13 6DH
Bankers	HSBC Bank plc 192 Hoe Street Walthamstow London E17 4QN

Zahid Mubarek Trust Limited

Trustees' Report

Financial review

The results for the year ended 31 March 2025 are set out in the attached accounts. Total incoming resources for the year were £428,886 (2024: £366,604).

Expenditure for the year was £426,790 (2024: £385,270). The surplus for the year was thus £2,096 (2024 deficit: £18,666). The Fund balances carried forward at 31 March 2025 totalled £13,441 (2024: £11,344) all of which were unrestricted.

Policy on reserves

The Trustees review the ZMT's reserves policy annually. Considering the liabilities and costs associated with a reduction in the level of the charity's activities that might be caused by a reduction in funding, the Trustees have resolved that we should hold unrestricted reserves sufficient to cover not less than three months' anticipated expenditure and aim to increase unrestricted reserves to six months when permitted by the funding situation.

Principal funding sources

The Trustees of the ZMT are grateful to the following charitable trusts and foundations for their generous support during the financial year:

The Joseph Rowntree Charitable Trust - £70,000 (unrestricted)
Esmée Fairbairn Foundation - £60,000 (unrestricted)
Trust for London - £50,000 (restricted)
The National Lottery Community Fund - £50,000 (restricted)
AB Charitable Trust - £30,000 (unrestricted)
The Tudor Trust - £30,000 (unrestricted)
CAF - £20,000 (unrestricted)
The Drapers' Charitable Fund - £20,000 (restricted)
HMPPS - £32,500 (restricted)
AB Charitable Trust - £3,750 (restricted)
HT & LB Cadbury Trust - £3,000 (unrestricted)

The ZMT also generated income from delivering contractual services to Serco £70,000 and other trading income.

The Trustees are grateful donations from individuals who believe in and support our work.

Statement of trustees' responsibilities

The trustees (who are also the directors of Zahid Mubarek Trust Limited for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 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 trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

The annual report was approved by the trustees of the charity on 21 January 2026 and signed on its behalf by:

.....
Daniel Benedict Rubinstein
Trustee

Zahid Mubarek Trust Limited

Independent Examiner's Report to the trustees of Zahid Mubarek Trust Limited ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of Zahid Mubarek Trust Limited as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Zahid Mubarek Trust Limited

Independent Examiner's Report to the trustees of Zahid Mubarek Trust Limited ('the Company')

.....
Mr Zain Saleh FCCA
ZAS Accountancy & Tax Ltd
Association of Chartered Certified Accountants
Suite 427 Legacy Centre
Hampton Road West
Feltham
Middlesex
TW13 6DH

Date:.....

Zahid Mubarek Trust Limited

Statement of Financial Activities for the Year Ended 31 March 2025
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2025 £
Income and Endowments from:				
Grants, donations and legacies	3	238,354	112,962	351,316
Charitable activities	4	-	77,570	77,570
Total income		238,354	190,532	428,886
Expenditure on:				
Charitable activities	5	(234,459)	(190,532)	(424,991)
Other expenditure	6	(1,799)	-	(1,799)
Total expenditure		(236,258)	(190,532)	(426,790)
Net income		2,096	-	2,096
Net movement in funds		2,096	-	2,096
Reconciliation of funds				
Total funds brought forward		11,345	-	11,345
Total funds carried forward	17	13,441	-	13,441

	Note	Unrestricted £	Restricted £	Total 2024 £
Income and Endowments from:				
Grants, donations and legacies	3	193,900	125,668	319,568
Charitable activities	4	-	47,036	47,036
Total income		193,900	172,704	366,604
Expenditure on:				
Charitable activities	5	(210,774)	(172,704)	(383,478)
Other expenditure	6	(1,792)	-	(1,792)
Total expenditure		(212,566)	(172,704)	(385,270)
Net expenditure		(18,666)	-	(18,666)
Net movement in funds		(18,666)	-	(18,666)
Reconciliation of funds				
Total funds brought forward		30,010	-	30,010

The notes on pages 11 to 21 form an integral part of these financial statements.

Zahid Mubarek Trust Limited

Statement of Financial Activities for the Year Ended 31 March 2025 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2024 £
Total funds carried forward	17	11,344	-	11,344

All of the charity's activities derive from continuing operations during the above two periods.
The funds breakdown for 2024 is shown in note 17.

Zahid Mubarek Trust Limited

(Registration number: 06652052)
Balance Sheet as at 31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	12	3,256	6,718
Current assets			
Debtors	13	53,957	19,135
Cash at bank and in hand	14	24,680	34,100
		78,637	53,235
Creditors: Amounts falling due within one year	15	(64,569)	(38,412)
Net current assets		14,068	14,823
Total assets less current liabilities		17,324	21,541
Creditors: Amounts falling due after more than one year	16	(3,883)	(10,197)
Net assets		13,441	11,344
Funds of the charity:			
Unrestricted income funds			
Unrestricted funds		13,441	11,344
Total funds	17	13,441	11,344

For the financial year ending 31 March 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

Zahid Mubarek Trust Limited

(Registration number: 06652052)
Balance Sheet as at 31 March 2025

The financial statements on pages 7 to 21 were approved by the trustees, and authorised for issue on 21 January 2026 and signed on their behalf by:

.....
Daniel Benedict Rubinstein
Trustee

1 Charity status

The charity is limited by guarantee, incorporated in , and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:
Hampstead Town Hall Centre
213 Haverstock Hill
London
NW3 4QP

2 Accounting policies

Summary of significant accounting policies and key accounting estimates
The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance
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 in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation
Zahid Mubarek Trust Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The presentational currency of the financial statements is Pound Sterling (£).

Going concern
The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Exemption from preparing a cash flow statement
The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Government grants
Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

Taxation
The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets
Individual fixed assets costing £100.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation
Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Fixtures and fittings	25% on cost
Computer equipment	33.33% on cost

Research and development
Research and development expenditure is written off as incurred.

Trade debtors
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.
Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

With the exception of some hedging instruments, other debt instruments not meeting these conditions are measured at fair value through profit or loss.

Commitments to make and receive loans which meet the conditions mentioned above are measured at cost (which may be nil) less impairment.

3 Income from grants, donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2025 £
Grants, including charitable donations;			
Government grants	-	13,712	13,712
Grants from charitable trusts and foundations	238,354	99,250	337,604
	238,354	112,962	351,316

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Grants, including charitable donations;			
Government grants	-	36,168	36,168
Grants from charitable trusts and foundations	193,900	89,500	283,400
	193,900	125,668	319,568

4 Income from charitable activities

	Restricted funds £	Total funds £
Delivery & research	77,570	77,570
Total for 2025	77,570	77,570
Total for 2024	47,036	47,036

5 Expenditure on charitable activities

	Note	Unrestricted funds General £	Restricted funds £	Total funds £
Core costs and project expenses				
Staff and consultants' costs		193,981	107,352	301,333
Delivery and research costs		-	83,180	83,180
Office and communication		23,843	-	23,843
Insurance		1,166	-	1,166
Memberships and subscriptions		780	-	780
Charitable donations		1,268	-	1,268
Bank charges		77	-	77
Depreciation, amortisation and other similar costs		5,963	-	5,963
Governance costs	7	7,381	-	7,381
Total for 2025		234,459	190,532	424,991
Total for 2024		210,774	172,704	383,478

In addition to the expenditure analysed above, there are also governance costs of £7,381 (2024 - £5,773) which relate directly to charitable activities. See note 7 for further details.

6 Other expenditure

	Note	Unrestricted funds General £	Total funds £
Marketing and publicity		1,498	1,498
Other resources expended		301	301
Total for 2025		1,799	1,799
Total for 2024		1,792	1,792

7 Analysis of governance and support costs

Governance costs

	Unrestricted funds General £	Total funds £
Independent examiner fees		
Examination of the financial statements	3,000	3,000
Accountancy and bookkeeping fees	4,381	4,381
Total for 2025	7,381	7,381
Total for 2024	5,773	5,773

8 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses from the charity during the year.

9 Staff costs

In the current year, the charity had an average of 5 employees (2024 - 5).

The total wages and consultancy fees paid during the year were £301,333 (2024 - £283,746)

The total employee remuneration and benefits of the key personnel of the charity were £47,613 (2024 - £47,692)

The emoluments of one member of staff, including benefits in kind, are within the range of £60,000 to £69,999 (2024 - One in the range £60,000 to £69,999).

10 Independent examiner's remuneration

	2025 £	2024 £
Examination of the financial statements	3,000	3,000

11 Taxation

The charity is a registered charity and is therefore exempt from taxation.

12 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 April 2024	26,158	26,158
Additions	449	449
At 31 March 2025	26,607	26,607
Depreciation		
At 1 April 2024	17,389	17,389
Charge for the year	5,962	5,962
At 31 March 2025	23,351	23,351
Net book value		
At 31 March 2025	3,256	3,256
At 31 March 2024	8,769	8,769

13 Debtors

	2025 £	2024 £
Prepayments and accrued income	46,715	-
Accrued income	-	11,891
Other debtors	7,242	7,244
	53,957	19,135

14 Cash and cash equivalents

	2025 £	2024 £
Cash at bank	24,680	34,100

15 Creditors: amounts falling due within one year

	2025 £	2024 £
Bank loans	6,142	5,991
Other taxation and social security	26,326	19,705
Other creditors	9,158	8,111
Accruals	6,864	4,605
Deferred income	16,079	-
	64,569	38,412

16 Creditors: amounts falling due after one year

	2025 £	2024 £
Bank loans	3,883	10,197

17 Funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Balance at 31 March 2025 £
Unrestricted				
General				
General Funds	11,345	238,354	(236,258)	13,441
Restricted				
Advocacy for Justice Programme, A Record of Our Own Project, Equality Advocates Project and Prison Leavers Support Project	-	190,532	(190,532)	-
Total funds	11,345	428,886	(426,790)	13,441

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Balance at 31 March 2024 £
Unrestricted				
General				
General Funds	30,010	193,900	(212,566)	11,344
Restricted				
Advocacy for Justice Programme, A Record of Our Own Project, Equality Advocates Project and Prison Leavers Support Project	-	172,704	(172,704)	-
Total funds	30,010	366,604	(385,270)	11,344

Zahid Mubarek Trust Limited

Detailed Statement of Financial Activities for the Year Ended 31 March 2025

	2025		2025	
	Unrestricted			
	General £	Restricted £	Total £	Total 2024 £
Income and Endowments from:				
Grants, donations and legacies (analysed below)	238,354	112,962	351,316	319,568
Charitable activities (analysed below)	-	77,570	77,570	47,036
Total income	238,354	190,532	428,886	366,604
Expenditure on:				
Charitable activities (analysed below)	(234,459)	(190,532)	(424,991)	(383,478)
Other expenditure (analysed below)	(1,799)	-	(1,799)	(1,792)
Total expenditure	(236,258)	(190,532)	(426,790)	(385,270)
Net income/(expenditure)	2,096	-	2,096	(18,666)
Net movement in funds	2,096	-	2,096	(18,666)
Reconciliation of funds				
Total funds brought forward	11,345	-	11,345	30,010
Total funds carried forward	13,441	-	13,441	11,344

Zahid Mubarek Trust Limited

Detailed Statement of Financial Activities for the Year Ended 31 March 2025

	Total 2025 £	Total 2024 £
Grants, donations and legacies		
Government grants	13,712	36,168
Grants from charitable trusts and foundations - Restricted	99,250	89,500
Grants from charitable trusts and foundations - Unrestricted	238,354	193,900
	351,316	319,568
Charitable activities		
Primary purpose trading	77,570	47,036
	77,570	47,036
Charitable activities		
Staff and consultants' costs	(107,352)	(106,412)
Staff and consultants' costs	(193,981)	(177,334)
Delivery and research costs	(83,180)	(66,292)
Office and communication	(23,843)	(22,085)
Insurance	(1,166)	(1,069)
Memberships & subscriptions	(780)	(538)
Charitable donations	(1,268)	-
Depreciation	(5,963)	(3,907)
Bank charges	(77)	(68)
Independent examiner's fees	(3,000)	(3,000)
Accountancy and bookkeeping fees	(4,381)	(2,773)
	(424,991)	(383,478)
Other expenditure		
Advertising	(1,498)	(1,319)
Loan interest	(301)	(473)
	(1,799)	(1,792)

ZAHID MUBAREK TRUST LTD

England & Wales - Charity number 1127834

Accounts


ZMT
zahidmubarektrust
Annual Report
2023-2024

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Directors' Foreword

Through our work, we emphasize that addressing racial equality is not just a moral imperative but a critical component of reducing prison populations, tackling violence, and improving rehabilitation and resettlement outcomes. Our grassroots and advocacy efforts, informed by evidence, demonstrate that neglecting racial equality undermines these broader objectives.

We write this impact report at a key moment for the prison system in England and Wales. The number of ethnic minority prisoners has increased again and is expected to rise further with the increasing prison population. In the midst of this crisis, racial justice in prisons have become forgotten priority.

Racial disparities in UK prisons are stark. Despite damning reports and years of advocacy, racial justice in prisons remains far from a political priority. Reports such as the Lammy Review (2017) have laid bare the extent of systemic racism in the justice system, providing a clear blueprint for change. Yet, progress has been slow, and many of its recommendations remain relevant across the system, particularly in relation to prisons. The urgency of addressing these disparities seems to have been buried under shifting political priorities. This neglect not only perpetuates systemic inequities but also undermines trust in a justice system that purports to be fair and impartial. The consequences of this neglect are profound. Ethnic minority prisoners often feel marginalized and unsupported, which can exacerbate feelings of distrust and alienation. For staff, especially those from ethnic minority backgrounds, the lack of institutional support can create a toxic working environment.

This failure also has broader societal implications. Prisons are microcosms of society, and the systemic racism evident within them reflects—and perpetuates—wider societal inequities. By neglecting racial justice in prisons, the UK risks entrenching cycles of inequality, eroding trust in public institutions, and fostering resentment among marginalised communities.

The journey toward progressive penal reform continues to face significant external challenges, many of which are systemic and deeply entrenched within the broader criminal justice framework. At the forefront are persistent issues such as prison overcrowding, contradictory messaging around prison expansion, and the inappropriate use of short sentences. These challenges highlight the broader failings of social and economic policy, reflecting the inadequacies in penal policy, judiciary practices, and support systems for vulnerable individuals. These are whole-of-government and whole-of-criminal-justice challenges. Addressing them requires systemic change, not just within the prison service but through coordinated efforts across social, economic, and judicial policies.

Racial justice in prisons demands strategic prioritization, sustained funding, and political will—none of which are forthcoming. While broader political debates on law and order dominate headlines, they often ignore the nuanced challenges faced by ethnic minority prisoners. Instead, the focus is frequently on punitive measures, stricter sentencing, and expanding prison capacity, side-lining essential conversations about equality and rehabilitation.

This apathy is symptomatic of a broader trend: the marginalization of race-related issues in public policy. Politicians often shy away from engaging deeply with the racial inequities within prisons, fearing backlash from certain voter segments or accusations of being "soft on crime." As a result, racial justice initiatives are frequently underfunded, under-resourced, and overshadowed by other policy areas.

Despite the challenges, opportunities for meaningful change exist. The ZMT remains steadfast in its belief that the best criminal justice policies are rooted in progressive social policies and remain committed to contributing evidence-based solutions. Initiatives like the Equality Advocate Project and the External Scrutiny and Support Project have demonstrated the potential for grassroots efforts to drive improvements in prison equality. Moreover, the publication of the DIRF (Discrimination Incident Reporting Form) guidance document has set a national standard for investigating discrimination complaints, though consistent implementation remains a challenge.

2023 was a year of transition and resilience for the ZMT, as it continued to adapt to challenges while advancing its mission. Under the leadership of its Board of Trustees and its Patrons Baroness D’Souza and Professor Nick Hardwick OBE , its dedicated small but dedicated team has upheld ZMT’s commitment to delivering high-quality, evidence-based contributions. For this the ZMT is grateful to its staff team and the leadership.

Special thanks go to the ZMT’s funders and supporters, whose generous support and dedication to social justice continue to make the ZMT’s work possible. The ZMT also recognises the invaluable support of individuals through their donations and for stepped in to assist at key moments during the year.

Thee ZMT extends it heartfelt gratitude to all those who have supported the work, empowering the Trust to stand bravely at the forefront of addressing inequality and injustice in some of the most challenging environments. Their belief in the ZMT’s mission has been a lifeline, especially during times when resources are stretched thin. It is the generosity of the ZMT’s supporters that fuels its determination to deliver impactful initiatives, amplify marginalised voices, and create tangible change in the lives of those it serves. This support is not just financial—it is a powerful affirmation of the importance of the ZMT’s work, inspiring to push boundaries and continue to fight for a fairer and more compassionate system. For this, the Trust is deeply grateful.

In tackling the complex challenges of prison reform, the ZMT remains firmly focused on evidence-based advocacy and policy contributions. Whether addressing systemic inequalities, pushing for the implementation of alternatives to imprisonment, or amplifying the voices of ethnic minority prisoners and staff, the work is rooted in the belief that reform is not only necessary but achievable.

By advocating for change across the broader justice system and ensuring that penal reform remains on the agenda, the ZMT continues to challenge the status quo. Together with its dedicated team and supporters, it is committed to shaping a fairer, more equitable future within the justice system. The persistent inequities faced by ethnic minority prisoners are a national shame that demands urgent political action. Without meaningful intervention, the UK risks allowing its prison system to remain a breeding ground for racial injustice—a stark contradiction to the values of fairness and equality it claims to uphold. It is time for policymakers to move beyond rhetoric and place racial justice at the heart of prison reform. Anything less is a betrayal of the principles of justice.

Khatuna Tsintsadze
Imtiaz Amin



Legacy for Change:

Race Equality in Prisons



Our Story

The Zahid Mubarek Trust (ZMT) is a national advocacy organization dedicated to achieving a fair and just prison system in England and Wales. At the heart of our mission is the fight for racial justice within the criminal justice system, holding statutory agencies accountable for their actions and responsibilities.

The ZMT was established as a response to a long and challenging family campaign for justice following the tragic murder of Zahid Mubarek in 2000. This fight culminated in a landmark Public Inquiry that exposed systemic failings contributing to Zahid's death and resulted in pivotal recommendations for reform. Today, the ZMT honours Zahid's legacy by ensuring those recommendations are implemented and working to create opportunities for prisoners that were denied to him.

The ZMT is the leading specialist organisation solely focused on racial justice in prisons. Its efforts aim to:

- Reduce racial disparities across the prison system.
- Improve treatment and outcomes for ethnic minority prisoners and prison leavers.
- Ensure fairer, more humane practices that reflect the principles of equality and justice.

Our Vision

The ZMT believes that a fair, humane, and effective justice system is essential for reducing reoffending and enhancing the social mobility of individuals with lived experience in the criminal justice system. By addressing systemic inequities and advocating for reform, ZMT strives to build a justice system that delivers better outcomes for individuals, families, and society as a whole.

Through our advocacy, support, and reform efforts, ZMT remains dedicated to achieving a more equitable, transparent, and effective prison system—one that upholds the rights and dignity of all individuals, honors Zahid Mubarek's legacy, and creates pathways to a safer, fairer society.

25 years of working towards racial equality in prisons

Our Strategic Priorities

1

To increase transparency and accountability around racial equality in the prison system.

2

To improve the treatment of and outcomes for ethnic minority prisoners and prison leavers.

3

To promote informed, empathetic and solution-oriented debate on racial disparity in the prison system and its wider consequences.

This report provides an overview of our strategic objectives and work during the reporting period from April 2023 to March 2024. It covers some of the key areas of its grassroots and policy work, its achievements, learning from the projects and its short to long-term vision for the future.

The ZMT's work focused on meeting the strategic objectives, while its overall approach remained underscored by its commitment to promoting racial equality in prisons. Next year, the ZMT will review the strategic plan and launch a more ambitious, sustainable, and cohesive new plan.



Baroness D'Souza, the ZMT's Patron

Prof. Nick Hardwick CBE, the ZMT's Patron



Priority One:

Improving Transparency and Accountability on Racial Equality in the Prison System

External Scrutiny and Support Project (ESSP)

The External Scrutiny and Support Project (ESSP) has been the ZMT's flagship programme since 2007, consisting of a series of interlinked yet independent initiatives designed to improve the treatment of and outcomes for ethnic minority prisoners. It focuses on three core areas:

- External Scrutiny of Discrimination Complaints: providing impartial oversight and recommendations to ensure fairness and transparency in handling complaints.
- Analysis of Equalities Data in Prisons: evaluating data trends to identify and address disparities, driving systemic improvements.
- Structured Engagement with Ethnic Minority Prisoners and Staff: facilitating regular dialogue to understand lived experiences, strengthen inclusivity, and inform targeted interventions.
- Retain financial independence from prisons and the prison service for scrutinising discrimination complaints.

The External Scrutiny and Support Project builds on our longstanding commitment to championing racial justice in the prison system. Our scrutiny model is supported by vast academic evidence and echoes our lived and learnt experience of racial equality in prisons.

Why the racial disparity in prisons matters:

Racial disparities persist within the prison system, with ethnic minority groups experiencing disproportionate representation and differential treatment. Numerous reviews and inquiries have raised key statistics and concerns highlighting these issues over the last three decades, including the Keith report (2006) following the Mubarek Public Inquiry. Despite the widespread knowledge of these issues, there has been very little progress in transforming the negative experiences of ethnic minority prisoners and reducing racial disparities in key areas:

Overrepresentation in the Prison Population:

- General Population vs Prison Population: As of March 2020, individuals from Black, Asian, and Minority Ethnic (BAME) backgrounds constituted 13% of the general population but accounted for 27% of the prison population.

- Youth Imprisonment: In 2020, 32% of children in prison were Black, despite Black individuals comprising just under 4% of the general population.

Disparities in Prison Experiences:

- Use of Force: Between April 2019 and November 2022, PAVA synthetic pepper spray was used on 732 prisoners, of whom 316 were Black, and 255 were White, indicating that Black prisoners were seven times more likely to have pepper spray used against them than White prisoners.
- Restraint and Segregation: Black and Muslim prisoners are more likely to experience restraint and segregation compared to their White counterparts.

Sentencing and Custodial Outcomes:

- The average Custodial Sentence Length (ACSL): In 2022, White offenders had an ACSL of 21.2 months for indictable offences, whereas Black offenders had an ACSL of 27.9 months, and Asian offenders had an ACSL of 30.5 months.

- The proportion of Sentence Served: Black defendants served a higher proportion of their original determinate sentence in custody (68% in 2022) than White (59%) and Asian (58%) defendants.

These statistics underscore systemic issues within the criminal justice system, necessitating comprehensive reforms to address racial discrimination and promote equality.



The role of transparency and accountability in reducing racial disparity in prisons

Transparency and accountability are cornerstones of reducing racial disparities and achieving racial equality in prisons. They ensure fairness, build trust, and promote a culture of inclusivity where the fundamental rights of all individuals are respected and upheld. In the prison system, where power dynamics and vulnerabilities are heightened, these principles take on even greater significance.

Transparency matters:

- Building Trust: Transparency in processes such as complaint handling and policy implementation demonstrates fairness and reduces perceptions of bias, especially for disadvantaged groups like ethnic minority prisoners.
- Demystifying Systems: Open communication about how decisions are made—whether related to discipline, complaints, or job allocation—helps reduce frustration and feelings of exclusion.
- Preventing Abuse: Transparent practices deter discriminatory behaviour and systemic neglect, ensuring rules are applied consistently and equitably.

Accountability matters:

- Ensuring Responsibility: Accountability mechanisms hold individuals and institutions answerable for their actions and decisions, particularly when these actions affect racial equality.
- Driving Improvement: Regular scrutiny of outcomes, including equalities data and discrimination complaints, highlights gaps and enables corrective action.
- Enhancing Credibility: When the prison service is seen to act responsibly and transparently, it strengthens its legitimacy in the eyes of both prisoners and staff.

For racial equality, transparency and accountability go beyond procedural fairness; they challenge systemic barriers and ensure that disparities are identified and addressed. By committing to these principles:

- Prison Leadership can model behaviour that prioritises equity, setting the tone for the entire institution.
- Staff can operate within a clear, fair framework, reducing unconscious bias and fostering a more inclusive environment.
- Prisoners can trust that their voices are heard, their complaints are fairly reviewed, and their concerns are taken seriously.

The ZMT's unwavering commitment to and expertise in improving the discrimination complaints in prisons:

- In 2004, we became the first independent organisation to pioneer the model of external scrutiny for racial discrimination complaints (RIRFs) as part of the prison service's Race Review (2003 – 2008).
- Following the policy changes in April 2011, we were the first independent organisation to monitor the effectiveness of the new discrimination complaints system (DIRFs) as a pilot scheme in a young offender institution.
- In 2017, partnering with the Prison Reform Trust (PRT), we produced a ground-breaking study on the effectiveness of discrimination complaints in prisons. This research informed two key recommendations in The Lammy Review (2017) for improving the prison complaints system. The prison service subsequently adopted these recommendations (N26 and N27), enabling us to advance advocacy efforts to implement them.
- Fourteen years after the project's inception in 2010, the ZMT extended the project reach from one pilot site to 60 prisons in England and Wales and provided external scrutiny of 100% of discrimination complaints, placing the Trust as the largest national provider of this unique scrutiny and support work.

The ZMT's External Scrutiny and Support Project (ESSP) exemplifies its core principles in action. By maintaining financial independence and conducting impartial scrutiny of discrimination complaints and equality data, the ESSP offers the following:

- *Authentic Independent Oversight*: Monitoring prison practices and ensuring they align with national equality policies.
- *Advocacy for Change*: Highlighting systemic issues locally and nationally and driving policy reforms to tackle inequality.
- *Support for Fair Outcomes*: Helping prisons implement transparent, accountable processes that prioritise racial justice.
- *Collaboration:* Strengthening networks with other voluntary sector organizations to support a collective voice for racial justice in prisons.
- *Sustainability:* Leveraging operational models, including remote work, to enhance the project's resilience and efficiency.

Ultimately, transparency and accountability are not just ideals but practical tools to reduce inequalities, improve outcomes, and create a fairer prison system for all.

The ZMT's top priority remains the focus on discrimination complaints in prison as part of the overall treatment of prisoners, particularly those from ethnic minority communities. In 2017, the Trust decisively safeguarded the integrity of the Discrimination Incident Reporting Forms (DIRF) system by successfully advocating against its amalgamation with the generic complaints system. This critical intervention preserved the distinct purpose and effectiveness of the DIRF system as a dedicated mechanism for addressing discrimination.

The ZMT's leadership in this area underscores its role as a steadfast champion for racial justice and equality in the prison system. The Trust will continue to promote and enhance these vital mechanisms to ensure that discrimination complaints are handled with the fairness, transparency, and accountability they require.

The achievement of ZMT during the reporting period in offering national training to case managers and contributing to the publication of the Discrimination Incident Reporting Forms (DIRF) guidance document is a landmark success with significant implications for the prison system, notably addressing a critical gap: the handling of discrimination complaints has long been a contentious issue in prisons, often criticised for inconsistencies, lack of fairness, and insufficient training for those responsible for investigations. The ZMT identified this gap and provided much-needed expertise and support, setting a new standard for addressing discrimination complaints, especially around race.

National Training for Case Managers laid the foundation for:

- *Standardising investigations:* equipping case managers with the knowledge and tools to investigate discrimination complaints systematically and fairly.
- *Promoting Cultural Competency*: enhance understanding of the lived experiences of prisoners from various protected characteristic groups to ensure empathetic and informed responses.
- *Boosting Accountability*: reinforce the importance of clear documentation, impartiality, and adherence to best practices.

Overall, the national scale of the training underscored the ZMT's credibility and the trust placed in its expertise by prison leadership, prisoners and their families.

Publication of the DIRF Guidance Document helped with the following:

- The training contributed to the publication of the DIRF guidance document, which provides clear Standards for handling and resolving discrimination complaints and practical tools, including templates to support case managers in their work.
- Emphasising accountability mechanisms, including measures for oversight, to ensure complaints are handled fairly and transparently. It is a critical resource for ensuring uniformity and equity in how discrimination complaints are managed across all prisons.
- Increasing confidence in the system by improving the fairness and transparency of the complaints process, the initiative helps build trust among prisoners, especially ethnic minorities who often feel marginalised.

Highlights from the HM Inspectorate of Prisons inspection reports during the reporting period:

"Equality and diversity prisoner peer mentors and support from the Zahid Mubarek Trust had been re-established since the relaxing of the pandemic restrictions, although many mentors expressed frustration at not being unlocked enough to give their support to other prisoners. These prisoners received good support from the equality officer but very few other staff we spoke to were knowledgeable about their role, or even who they were.
Investigations into discrimination incident report forms (DIRFs) were thorough, the quality of responses was good but responses were sometimes late. In most cases, the relevant individuals were interviewed and there was a good record of the investigation. The deputy governor quality assured all responses before they were returned. There was good independent analysis of DIRFs by the Zahid Mubarek Trust and leaders had invited feedback from prisoners on some DIRFs which provided transparency."

(Report on an unannounced inspection of HMP & YOI Aylesbury, March 2023)

Notable Positive Practice: "Investigations into allegations of discrimination were thorough and fair. They were all quality assured internally by the governor and externally by the Zahid Mubarek Trust, reflecting leaders' commitment to improving prisoners' confidence in the process. (See paragraph 4.25.)"

(Report on an unannounced inspection of HMP Gartree, May 2023)

Ten discrimination incident report forms had been submitted by prisoners during the previous year. Most had been investigated reasonably well and were dealt with within time. Most investigations included interviews with all parties involved before drawing a balanced conclusion of the incident, which was positive. Assurance of discrimination investigation by senior leaders was very good and the Zahid Mubarek Trust reviewed all discrimination reports and provided helpful external oversight that informed good practice.

(Report on an unannounced inspection of HMP Swansea, June 2023)

“A total of 54 discrimination incident report forms had been submitted by prisoners during the previous year. Those that we reviewed had been investigated thoroughly and included interviews with all parties involved, before drawing a balanced conclusion of the incident. Responses were timely, and robust quality assurance was undertaken by members of the Zahid Mubarek Trust, a third-sector organisation with relevant expertise.”

(Report on an unannounced inspection of HMP Leyhill, September 2023)

“There had been 55 discrimination incident reporting forms (DIRFs) submitted in the first six months of the year, which was an increase on the previous six-month period. All responses were reviewed by the equality manager and quality assured by the ZMT. We reviewed a selection and found that they had generally been well investigated with responses that were reasonable.”

(Report on an unannounced inspection of HMP High Down, November 2023)

“Discrimination incident reporting forms (DIRFs) were readily available on all wings. The prison had received 37 DIRFs in the last six months compared with 55 in the same period in 2019. Most DIRFs demonstrated reasonable investigation and responses were polite and on time. Every response was quality assured internally, and the Zahid Mubarak Trust completed an annual external quality assurance.”

(Report on an unannounced inspection of HMP Bristol, October 2023)

“*The prison had entered into a partnership with the Zahid Mubarek Trust (ZMT), which included the recruitment, training and mentoring of prisoner equality advocates with a specific focus on race and religion. Although still in its early days, the initiative was encouraging*
There had been 132 discrimination incident report forms (DIRFs) submitted in the previous year, with an increase in the last few months. There had been an appropriate focus on training staff members in how to deal with DIRFs, and quality assurance was robust, including external scrutiny by ZMT. The DIRFs that we reviewed showed that investigations had been thorough, and responses respectful.”

(Report on an unannounced inspection of HMP Littlehey, December 2023)

“Prisoners trained by the Zahid Mubarek Trust as equality advocates were passionate about their role and the personal development it provided, and they were respected by their peers. Peer-led support groups brought together prisoners with shared experiences, which was a welcome and positive initiative.”

(Report on an unannounced inspection of HMP Bure, January 2024)

“Prisoner equality representatives were in place and it was positive that they had recently had an induction from the Zahid Mubarek Trust. They felt supported and able to raise issues and present feedback from their peers at the bimonthly diversity and inclusion action team meetings.”

(Report on an unannounced inspection of HMP Morton Hall, February 2024)

“Many prisoners, staff and managers reported witnessing direct and indirect racism by staff, and many were hesitant to raise complaints. During the previous 12 months, 104 discrimination incident report forms (DIRFs) had been submitted, 40% of which were replied to late and many failed to address the concerns raised. This had also been identified by the Zahid Mubarek Trust which carried out quality assurance of DIRFs.”

(Report on an unannounced inspection of HMP Morton Hall, February 2024)



DIRF box in a Cat C prison

Future Plans:

The Importance of Fair Complaints Systems

Discrimination complaints are vital rights-protecting mechanisms, especially in closed environments like prisons, where even minor issues can take on significant meaning for those deprived of liberty. Fair handling of complaints fosters trust, ensures rules and rights are respected, and prevents grievances from escalating into broader conflicts.

The ZMT strongly advocates for external scrutiny of discrimination complaints to remain financially independent of the prison system to ensure impartiality and transparency.

Expanding the ESSP

With core funding from leading charitable foundations, the ZMT scaled the ESSP from 30 to 55 prisons by the end of the reporting period, making it the largest specialist initiative of its kind in England and Wales. This funding, free from HMPPS or government ties, safeguards the project's independence and integrity.

Operating across diverse establishments—including women's prisons, young offender institutions, and facilities with specific ethnic minority populations—the ESSP identifies systemic challenges, regional differences, and tailored solutions. These insights guide our development of policies addressing cross-cutting issues in the prison and wider criminal justice system.

The ZMT's training session in a prison



Policy and Advocacy Work

In 2023/2024, the ZMT continued its policy and advocacy work through policy submissions, contributions to advisory groups, and working with stakeholders and partners in the sector. The Trust intends to amplify its impact on national policy by adopting more policy-facing work, entailing a multi-faceted approach that leverages its expertise, partnerships, and evidence-based practices. The ZMT can strengthen its influence on national policy by combining data-driven insights, strategic partnerships, grassroots success, and public engagement. This multi-layered approach will ensure that the Trust's advocacy not only shapes policy discussions but also drives tangible reforms that enhance fairness and equality across the prison system. In addition to the direct policy contribution around the discrimination complaints in prisons, some other achievements in the policy and advocacy area included:

Submissions

The ZMT regularly makes written submissions to consultation processes relating to its core objectives of improving racial equality in prisons. All submissions are grounded in ZMT's comprehensive grassroots work and a unique evidence base from prisons. During the reporting period, such submissions and publications included the Public Account Committee's inquiry into improving resettlement support for prison leavers and the Justice Select Committee's inquiry into the future prison population and estate capacity. The Trust also submitted evidence to HMI Prisons' consultation on expectations for adult men, emphasising the importance of retaining focus on discrimination complaints (DIRFs) and independent scrutiny of DIRFs.

Memberships and Events

ZMT continued to sit on several advisory groups: the Reducing Reoffending Third Sector Advisory Group (RR3) coordinated by Clinks, the Third Sector Strategic Partnership Board (TSSPB), Mayor's Officer for Policing and Crime (MOPAC) Third Sector Disproportionality Steering Group facilitated by the partner organisation and the Criminal Justice Board for Wales Criminal Justice Anti-Racism Action Plan (CJ ARAP), HMPPS Lived Experience Engagement Network, EQUAL National Independent AdvisoryGroup, Expert Advisory Panel on Use of Force and LTHSE's Advisory Board.

The ZMT's director, Khatuna Tsintsadze, co-facilitated the workshop on the theme of 'Making Race and Justice Everybody's Business' at Clink's annual conference in November 2023.

Partnership work

The Trust has been working as part of a coalition of Hibiscus, Agenda, Women in Prison, Muslim Women in Prison and Criminal Justice Alliance to improve outcomes for Black, Asian, racially minoritised and migrant women in the CJS. The ZMT is focusing on the experiences in custody and working with women in prisons under the new name Women's Justice Reimagined: campaigning for interactional justice for her.

Priority Two:

Improving the Treatment of and Outcomes for Ethnic Minority Prisoners and Prison Leavers

The Equality Advocate Project

The Equality Advocate Project is a cornerstone of the ZMT's efforts to create fairer and more inclusive environments within the prison system. The initiative demonstrates how grassroots empowerment can lead to a tangible systemic change locally and nationally by empowering prisoners to take on active roles in promoting equality and addressing racial disparities.

The Equality Advocate Project was instrumental in creating an effective peer-led role across 16 prisons during the reporting period. This project produced tangible benefits for the overall prison environment, including reductions in violence, improvements in staff-prisoner relationships, and systemic change. These outcomes underscore the project's transformative potential in addressing racial disparities and fostering safer, more equitable prison communities for all. The Trust is proud to see the positive impact on some key areas in prisons:

Reducing Violence:

- The Equality Advocate training course includes a comprehensive conflict resolution module that equips the participants with the essential competencies to mediate disputes among prisoners, de-escalating tensions before they escalate into violence, particularly following a discrimination incident.
- The presence of Equality Advocates on units ensures that prisoners feel heard and supported, reducing frustration and anger that often lead to conflict.
- As Equality Advocates model positive behaviour, they influence their peers to resolve issues peacefully, fostering a culture of mutual respect and collaboration.

Improving Staff-Prisoner Relationships:

- Equality Advocates act as intermediaries, enhancing communication and understanding between staff and prisoners. Their ability to articulate prisoner concerns constructively builds trust and reduces animosity.
- Staff have reported increased confidence in Equality Advocates to handle sensitive issues, creating a cooperative environment.
- A comprehensive training in unconscious bias and effective communication fosters greater empathy, not only among prisoners but also among staff who witness their contributions.

Driving Systemic Change:

- *Improved Diversity and Inclusion (D&I) Practices:* Equality Advocates actively contribute to the equality agenda by collaborating with D&I Leads on key tasks such as surveys, newsletters, and prisoner inductions. This ensures that equality work is not sidelined but becomes a core component of prison operations.
- *Enhancing Complaint Systems:* By guiding peers in completing discrimination complaint forms, Equality Advocates ensure issues are raised and addressed systematically, contributing to a more transparent and accountable process.
- *Influencing Policy Locally*: Equality Advocates provide real-time feedback to prison leadership via forums, resulting in practical changes such as improved access to resources, fairer treatment in employment opportunities, and more inclusive policies.

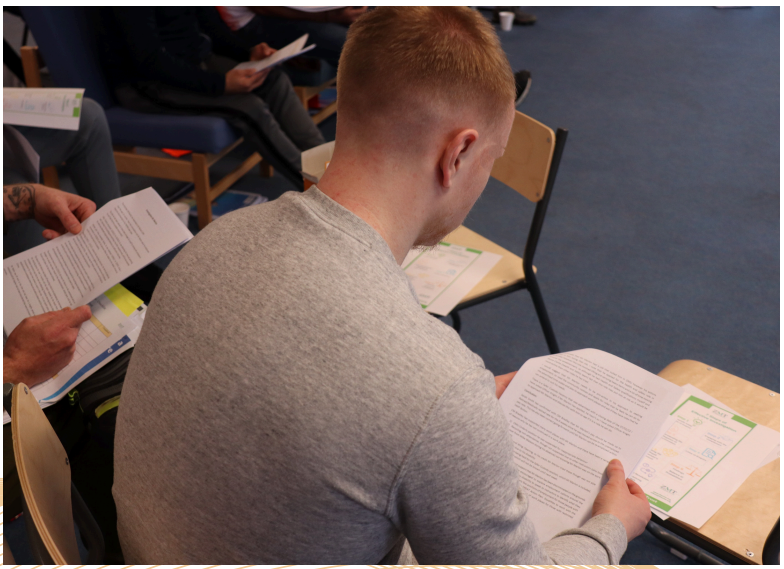
Looking Ahead

With the continued support and scaling of the Equality Advocate Project, ZMT aims to:

- Contribute further to violence reduction through expanded training and mediation opportunities for staff and prisoners.
- Strengthen staff-prisoner relationships by embedding Equality Advocates in peer-led roles that facilitate communication and trust-building.
- Align the project with national equality policies and provide a model for replication across the prison estate will drive systemic change.

By addressing these core areas, the project not only improves outcomes for ethnic minority prisoners but also contributes to a safer, fairer, and more inclusive prison system for all.

The Equality Advocate Project exemplifies how grassroots empowerment can drive institutional reform, reduce racial disparities, and improve outcomes for ethnic minority prisoners. Through its innovative approach and proven success, ZMT remains committed to expanding this groundbreaking initiative, ensuring it continues to catalyse equity and inclusion within the criminal justice system.



“Having been interviewed successfully by ZMT, I was granted a place on the advocates course and this was the catalyst for a radical change in my perspective and ultimately in my future. There are a total of seven workbooks and make no mistake, they are not easy and require some serious soul searching, although they are extremely useful when I started work experience with the D&I team.

ZMT has an unparalleled dedication to the fight for equality and radical change. In a sense, they are pioneers in their field, and we all believe in them. Through them, I and many others have been able to find a light in a place of darkness.

With the support from the ZMT, we are doing things that others never believed were possible. Their trust has given me the opportunity not only to grow as an individual but to bring back a sense of pride to my children and family, and the enormity of this opportunity does not go unnoticed.”

Equality Advocate, HMP Wayland 2023

The Equality Advocates’ Graduation ceremony in HMP Wayland



The Returning Citizens Project

Rehabilitation is a core goal of the criminal justice system. HMPPS recognises that tailored resettlement support significantly reduces reoffending. The Returning Citizens Project aligns with this mission by equipping participants with tools for personal growth, independence, and meaningful societal contributions. By addressing root causes such as unemployment, homelessness, and lack of community ties, the ZMT contributes to reducing crime and reoffending.

Successful resettlement directly impacts community safety. When returning citizens are supported in reintegration, they are less likely to re-offend, creating a positive ripple effect for their families and communities. Ethnic minority individuals are disproportionately represented in the criminal justice system and often face poorer outcomes. These groups often face systemic barriers both inside and outside the prison system. The ZMT's focus on these groups ensures equitable access to resettlement opportunities and outcomes. Effective resettlement programs, like the Returning Citizens Project, empower individuals to overcome these challenges, breaking the cycle of disadvantage and marginalisation.

The Returning Citizens Project was designed as the community-based continuation of our prison-based Equality Advocate Project and as a vital support to trained Equality Advocates after their release. Upon completing their training and, for some, nearing the end of their sentences, Equality Advocates can transition into the Returning Citizens Project.

The integration of the Equality Advocate Project and the Returning Citizens Project exemplifies a forward-thinking approach to supporting ethnic minority prisoners both during imprisonment and beyond. By providing trained Equality Advocates the opportunity to join the Returning Citizens Project, this connection ensures a seamless transition from advocacy within the prison system to empowerment and reintegration in the community.

The ZMT plays a critical role in supporting resettlement targets by addressing the unique challenges faced by ethnic minority prisoners and prison leavers. Through the Returning Citizens Project, the ZMT provides tailored, long-term support that aligns with and enhances national resettlement goals, contributing to safer communities and reducing reoffending rates. The Trust ensures that each participant receives a support package tailored to their individual resettlement goals, covering areas such as housing, employment, mental health, and education. By starting the resettlement journey up to 12 months before release, the ZMT builds trust and prepares participants for life outside prison.

The skills and confidence developed as Equality Advocates in prisons are not lost upon release. Instead, they are channelled into supporting others in their transition back to society, creating a ripple effect of positive change. As part of the Returning Citizens Project, the Equality Advocates continue their advocacy work in community settings. They act as mentors, role models, and peer supporters, offering guidance to others navigating reintegration. This opportunity provides them with a structured pathway to get structured, personalised support towards achieving their short- and long-term resettlement targets and aspirations and the opportunity to apply their competencies (skills, knowledge and information) post-release.

The values and skills cultivated through the Equality Advocate Project—empathy, resilience, and an understanding of systemic inequalities—are instrumental in helping returning citizens overcome barriers in housing, employment, and community acceptance. This integration addresses systemic issues holistically. Equality Advocates who experience discrimination within the prison system are equipped to challenge and navigate similar barriers in society, breaking the cycle of disadvantage. Former Equality Advocates are empowered to take on leadership roles within the Returning Citizens Project, fostering a sense of purpose and belonging as they rebuild their lives. Returning Citizens who have successfully reintegrated often inspire and support new participants, creating a ripple effect within the community.

The connection between these projects represents a holistic support model, emphasising systemic change and personal empowerment. Documenting success stories and measurable outcomes will be critical as this integration evolves. These stories can demonstrate the dual impact of advocacy in prisons and successful community reintegration, serving as a blueprint for future initiatives. This connection showcases how bridging initiatives within and beyond the prison system can contribute to a fairer, more supportive environment for ethnic minority prisoners and returning citizens alike.

The ZMT's flexible approach, with no fixed time limit for support, ensures participants progress at their own pace while remaining focused on their resettlement goals. This commitment is critical for addressing complex, multi-layered challenges.

The ZMT Equality Advocates in prison



Through the Returning Citizens Project, the ZMT demonstrates how tailored, long-term resettlement support can transform the lives of ethnic minority prisoners and prison leavers. The project's emphasis on personal and professional development, coupled with its commitment to equity, supports individual participants and aligns with and strengthens broader resettlement targets.

By continuing to invest in innovative approaches like the Returning Citizens Project, the ZMT contributes to systemic change, ensuring that resettlement is not just a process but a pathway to lasting success.

"When I first learned about ZMT's Equality Advocate and the Returning Citizens projects, I didn't think much of it. After years in the system, promises of help often felt like empty words. But what I found with ZMT wasn't just support—it was a lifeline.

Before release, I was trained as an Equality Advocate. That program opened my eyes to the injustices I'd experienced and witnessed, but more importantly, it gave me the tools to do something about them. It taught me that my voice mattered, even in a system that had silenced me for so long. When my time in prison came to an end, I was unsure of what awaited me outside. That's where ZMT's resettlement team stepped in.

The transition to the Returning Citizens Project wasn't just seamless—it was transformative. ZMT didn't just drop me into the world and wish me luck. They stayed with me every step of the way, helping me navigate housing applications, finding work, and rebuilding relationships. But they also gave me a purpose. Through the Returning Citizens Project, I became a mentor for others like me—people struggling to find their place in a world that often isn't ready to welcome them back.

ZMT helped me see that my experiences, as painful as they were, could be a source of strength. They didn't just support me—they empowered me. Today, I'm not just surviving. I'm thriving. I've found a stable job, and I'm part of a community where I feel valued. More than that, I'm giving back. Every time I help someone else take their first steps after release, I feel like I'm paying forward the hope that ZMT gave me.

Without ZMT, I don't know where I'd be. They didn't just help me find a second chance—they helped me believe I deserved one. For that, I'll always be grateful."

Chris, 2022 Graduate

Priority Three:

Improving Public Understanding and Solidarity around Racial Justice in Prisons

Family Support Work

The ZMT recognises that the challenges faced by prisoners extend beyond the prison walls, often impacting their families in profound ways. Families play a crucial role in a prisoner's journey toward rehabilitation, yet they often face unique barriers—particularly when dealing with safeguarding concerns or discrimination complaints reported through their families and loved ones in prisons. Through its dedicated family support program, ZMT provides vital assistance to these families, ensuring their voices are heard, and their concerns are addressed in a timely manner.

As the ZMT's work across prisons has expanded, there has been a significant increase in the number of direct requests from families reaching out to the Trust via email and phone. These families often express frustration, fear, and helplessness as they navigate the complexities of the prison system. During the reporting period, the primary concerns raised have centred on the issues of safety, discrimination, and unfair treatment faced by their loved ones in custody.

In many cases, families have shared distressing accounts of their loved ones being subjected to unsafe environments or discriminatory practices, further compounding their sense of isolation. To address these concerns, the Trust has provided guidance and advocacy and worked to create a bridge between families and prison authorities, ensuring their voices are heard and their issues are treated with urgency. This increase in family engagement underscores the vital role the Trust plays as a focal point for those seeking racial justice, fair treatment, and improved safety standards within the prison system.

Many families feel powerless when issues arise. The ZMT acts as an intermediary, helping families communicate effectively with the prison system. The ZMT advises navigating complex policies and procedures around complaints, ensuring families feel confident advocating for their loved ones who encounter systemic discrimination, whether based on race, religion, or other protected characteristics. The ZMT's expertise in this area makes the Trust a vital resource for families seeking justice and fair treatment. Families are guided through the discrimination incident process, ensuring complaints are clear, comprehensive, and submitted correctly. The ZMT monitors the progress of complaints, providing updates and pushing for timely resolutions where needed.

Despite the absence of a dedicated funding stream for this work, the ZMT's co-directors managed an impressive 107 requests in 2023/2024, a task that demanded significant time and resources from its small team. Each case represents a unique challenge, ranging from concerns about the safety and well-being of prisoners to complex issues of discrimination and unfair treatment. These cases often require swift action, in-depth advocacy, and ongoing communication with prison authorities and families, making the work both emotionally and logistically demanding.

Family support is at the heart of ZMT's mission as a family-led charity, providing a lifeline to families and individuals navigating the complexities of the prison system. The Trust strives to ensure that every voice is heard and every concern is addressed with urgency and care. Through advocacy work, ZMT challenges systemic failings and pushes for accountability, aiming to improve not only individual outcomes but also broader prison practices.

The Family Support scheme, overseen by one of our directors who personally benefited from similar support in the past, is a cornerstone of this work. This lived experience brings an invaluable perspective, fostering a deep empathy and understanding for families' challenges. Beyond addressing immediate issues, the scheme empowers families by equipping them with the knowledge and tools to advocate for their loved ones effectively.

The ZMT's casework has also highlighted recurring patterns of concern, such as insufficient safeguarding measures, systemic discrimination, and inadequate responses to complaints. These insights inform its broader advocacy efforts, enabling us to push for policy changes that create a more equitable and safer environment for prisoners and their families.

Despite limited resources, the ZMT remains steadfast in its commitment to this work, balancing the demands of casework with our broader mission to drive systemic change. Each case it takes on is not just a call for help—it is an opportunity to make a meaningful difference in the lives of those we serve and to contribute to a fairer, more just prison system.

During the reporting period, the Trust maintained its FREEPOST service, which was set up during the COVID-19 lockdown to maintain contact with its Equality Advocates in prisons. The FREEPOST service has become a very popular mechanism for communicating with the ZMT's growing collective of Equality Advocates across prisons in England and Wales.

"When my brother told me about the treatment he was facing in prison, I didn't know where to start. He felt unsafe, ignored, and like his voice didn't matter. As his family, it was heartbreaking to feel so powerless, knowing he was in a place where we couldn't directly help him.

That's when we found ZMT. From the moment I reached out, they listened—not just to my brother's complaint, but to my fears and frustrations too. They took the time to explain the prison's complaint process, something I'd struggled to understand. They guided me step by step on how to raise his concerns effectively and what to expect along the way.

The team didn't just support us with advice; they became our advocates. They followed up with the prison, ensuring my brother's complaint wasn't ignored or dismissed. They gave us hope that someone was fighting for him when it felt like the system was stacked against us.

But it wasn't just about resolving the complaint—it was about the compassion and understanding ZMT brought to the process. They treated us like people, not just another case. They reminded us that my brother's voice mattered, and so did ours.

Thanks to ZMT, my brother's complaint was finally taken seriously, and changes were made to address the issues he was facing. Without their help, I don't know if we would have had the strength or the knowledge to keep pushing for justice.

ZMT was a lifeline for our family, and I'll always be grateful for the support they gave us in one of the most challenging times of our lives."

Saima, sister of a prisoner



The ZMT Equality Advocate lanyard with ID worn in prisons

Community Engagement Work

A Collective Voice of Equality Advocates in prisons and the community

In 2023/2024, the Trust worked towards launching its new alliance—a Collective Voice of the members of the ZMT Equality Advocate and their families and allies affected by the criminal justice system. The alliance aims to ensure that the members have a meaningful opportunity to engage with and contribute to the ZMT's work. The Trust co-produced several policy briefings and consultation responses with the members of the Collective Voice. Next year, the alliance will become formalised within the ZMT's structure.

Media and Publicity

The ZMT's research extends to producing at least one significant publication reflecting the annual strategic priorities a year. Next year, the Trust plans to utilise blog posts for greater public engagement.



The ZMT's staff and participants at the ZMT event

Priority Four:

Organisational Development

In 2023/2024, the ZMT made significant strides toward developing an effective, efficient, and sustainable operational model. Its transition from a micro-organisation to a small yet impactful charity has cemented the ZMT's status as the largest specialist charity led by and for ethnic minority communities working within the prison system. This growth reflects its core commitment to addressing racial disparities and empowering those it serves.

The ZMT will refresh its strategic direction in the coming year with an ambitious five-year strategy: *A Legacy for Change Reimagined 2025–2030*, underpinned by the annual delivery plan. This strategy will incorporate the voices of our supporters and—most importantly—the people we serve. The Collective Voice Alliance, a key pillar of our work, will be vital in shaping this vision, offering critical insights to influence meaningful change within prisons and communities.

During the reporting period, we laid the groundwork for revitalizing the membership and structure of our Board of Trustees. These structural changes, set to take effect next year, aim to diversify our Board with individuals whose values, principles, and expertise align with our organizational ethos and needs.

Our focus on governance extends beyond board restructuring. The ZMT's work has been directed towards strengthening governance and management processes, reviewing governing documents to align with our growth and evolving vision, and fostering an environment of accountability and strategic oversight to meet the demands of our expanded operations.



The ZMT's staff and supporters at the ZMT event

The ZMT aims to deepen engagement with existing and new partners while advancing innovative policy initiatives. Generating and sharing reliable, actionable facts about racial justice in prisons will empower stakeholders and advocates to push for systemic change. Next year, the ZMT will employ creative research strategies to uncover and highlight racial disparities and present stakeholders with data and resources to advocate for reducing racial disparities within the prison system.

The ZMT's new strategy, A Legacy for Change Reimagined: 2025–2023, is a bold commitment to putting people at the heart of progress. We're empowering individuals and communities impacted by racial inequities and amplifying the voices of those driving transformative change. Together, we're building a future shaped by collaboration, equity, and resilience—a true legacy of change.

The ZMT's continued growth reflects our unwavering commitment to racial justice in the prison system. By strengthening our internal capacity, expanding its partnerships, and empowering advocates with accessible resources, the Trust will push for greater equity and justice. Through collaborative efforts, the ZMT aims to create systemic change and leave a lasting legacy that reimagines justice for ethnic minority communities in prison and beyond.



The ZMT's staff and participants at the ZMT event

Funding and Finances

Throughout 2023-24, the ZMT continued to expand and diversify its approach to income generation, focusing resources on a select number of philanthropic Trusts and Foundations and increasing its self-generated income, in particular through consultancy services.

The ZMT's Commitment to
Financial Independence in External Scrutiny and Advocacy Work

The ZMT has always been steadfast in its mission to advocate for equity and justice within the prison system, prioritising the needs and rights of ethnic minority prisoners. As part of this commitment, the Trust made a deliberate and strategic decision not to accept funding from HMPPS or individual prisons for its External Scrutiny and Support Project and advocacy work. This decision underscores the ZMT's dedication to maintaining financial independence and ensuring the integrity and impartiality of its work.

Financial independence in delivering this vital work matters for a number of reasons:

- By declining funding from HMPPS, the ZMT retains the freedom to scrutinise its policies and practices without any perceived or actual conflicts of interest. This ensures that its recommendations and actions are driven solely by the needs of those it serves rather than influenced by funding agreements.
- Financial independence enables ZMT to hold HMPPS accountable for systemic issues such as discrimination, unfair treatment, and safety concerns without fear of repercussions or limitations imposed by funders within the system.
- For the communities the ZMT represents, mainly ethnic minority prisoners and their families, financial independence strengthens trust in its role as an impartial advocate. It reassures them that the ZMT's work is genuinely focused on addressing their concerns and is free from institutional influence.

Refusing HMPPS funding creates challenges in securing sustainable funding for the work that represents over 60% of the ZMT's core work and costing, but it also reinforces our resilience, ethical standards and innovation. The Trust is committed to generating income through diverse, ethical, and aligned funding streams that support our core functions without compromising our values. This includes engaging with mission-aligned philanthropic foundations and trusts, developing partnerships with organisations that share the ZMT's vision for racial justice in the criminal justice system and leveraging grassroots and community support to sustain and expand its work.

The decision not to accept HMPPS funding for the scrutiny and advocacy work reflects the ZMT's belief that change must come from a place of integrity and that true reform can only be achieved when scrutiny is external and uncompromised. With the continued support of long-standing funders, partners, and communities, the ZMT will remain a powerful, independent force for equity and justice in the prison system.

Diversifying funding sources for different work streams

The fundraising landscape remains challenging; however, the Trust remains committed to ensuring the security and stability of ZMT's income streams. To address the funding gap created by refusing HMPPS financial support, the ZMT leveraged its Equality Advocate Project and Returning Citizens Project—both of which are paid initiatives operating within prisons—to subsidise the operational costs when and if needed due to the lack of funding from independent funds and foundations.

The ZMT started the 2023-24 financial year with a growth in number of staff members. Despite the impact of the cost-of-living crisis on its finances, the Trust offered its staff team a wage increase and focused its efforts on reducing costs.

Statement on fundraising practices

The ZMT's fundraising strategy reflects its commitment to sustainability, ethical practices, and support for its mission to promote equity and justice within the prison system. Focused mainly on charitable trusts and income generation through traded activities, ZMT does not engage in general public fundraising. ZMT only accepts funding from statutory sources for direct support and resettlement work but not for its external scrutiny and advocacy work. The ZMT's fundraising policy prohibits intrusive fundraising methods, such as telephone or face-to-face requests. To enhance capacity, the ZMT sometimes collaborates with professional fundraisers for funding applications, ensuring high-quality proposals while adhering to all fundraising regulations and compliance codes. With no complaints ever received about its fundraising activities, the ZMT takes pride in its transparent and ethical approach. Despite fundraising challenges during post-pandemic recovery, the ZMT has maintained financial stability while being mindful not to divert resources from smaller or specialist organizations. Looking ahead, the ZMT aims to strengthen relationships with current and past funders, secure multi-year core funding, and attract support for its thematic networks. By prioritizing sustainable income generation and ethical practices, the ZMT continues to advance its vision for systemic change and justice for ethnic minority communities in the criminal justice system.

Reserves Policy

The Trustees review the ZMT's reserves policy regularly. Considering the liabilities and costs associated with a reduction in the level of the charity's activities that a reduction in funding might cause, the Trustees have resolved that we should hold unrestricted reserves sufficient to cover not less than three months' anticipated expenditure and aim to increase unrestricted reserves to six months when possible.

Thank you to funders

The ZMT would like to take this opportunity to express its heartfelt gratitude to everyone who donated to and supported our work. Your contributions enable the Trust to remain the backbone of racial justice efforts in prisons, ensuring that individuals in custody receive the support they need to rehabilitate and successfully resettle into their communities. Your generosity and belief in the ZMT's mission drive the impactful work it does every day.

From all of us at ZMT, thank you for standing with us and helping to create a fairer and more just system.

ZMT funders throughout 2023-24 were:

The Esmee Fairbairn Foundation
The Joseph Rowntree Charitable Trust
The National Lottery Community Fund*
(*restricted to The Equality Advocate and Returning Citizens Projects)
Lloyds Bank Foundation*
(*restricted to policy work)
The Tudor Trust
AB Charitable Trust
The Barrow Cadbury Trust*
(*restricted to Peer-led Scrutiny in Prisons)
HM Prison and Probation Service*
(*restricted to The Equality Advocate Project)
Serco*
(*restricted to The Equality Advocate and Returning Citizens Projects)

Company registration number: 06652052
Charity registration number: 1127834

Zahid Mubarek Trust Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2024

Zahid Mubarek Trust Limited

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Zahid Mubarek Trust Limited

Reference and Administrative Details

Chairman	Raymond Bewry
Trustees	Raymond Bewry Daniel Benedict Rubinstein Jabez Wai Yiu Lam Ms Anne Dunn
Senior Management / Leadership Team	Imtiaz Amin, Co-director Ms Khatuna Tsintsadze, Co-director
Charity Registration Number	1127834
Company Registration Number	06652052
Registered Office	Hampstead Town Hall Centre 213 Haverstock Hill London NW3 4QP
Independent Examiner	Zain Saleh FCCA ZAS Accountancy & Tax Ltd Suite 427 Legacy Centre Hampton Road West Feltham Middlesex TW13 6DH
Bankers	HSBC Bank plc 192 Hoe Street Walthamstow London E17 4QN

Zahid Mubarek Trust Limited

Independent Examiner's Report to the trustees of Zahid Mubarek Trust Limited ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2024.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of Zahid Mubarek Trust Limited as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Zahid Mubarek Trust Limited

Independent Examiner's Report to the trustees of Zahid Mubarek Trust Limited ('the Company')

Zain Saleh

.....

Mr Zain Saleh FCCA
ZAS Accountancy & Tax Ltd
Association of Chartered Certified Accountants
Suite 427 Legacy Centre
Hampton Road West
Feltham
Middlesex
TW13 6DH

Date: 20/12/24

Zahid Mubarek Trust Limited

Statement of Financial Activities for the Year Ended 31 March 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2024 £
Income and Endowments from:				
Grants, donations and legacies	3	193,900	125,668	319,568
Charitable activities	4	-	47,036	47,036
Total income		193,900	172,704	366,604
Expenditure on:				
Charitable activities	5	(210,774)	(172,704)	(383,478)
Other expenditure	6	(1,792)	-	(1,792)
Total expenditure		(212,566)	(172,704)	(385,270)
Net expenditure		(18,666)	-	(18,666)
Net movement in funds		(18,666)	-	(18,666)
Reconciliation of funds				
Total funds brought forward		30,010	-	30,010
Total funds carried forward	17	11,344	-	11,344

	Note	Unrestricted £	Restricted £	Total 2023 £
Income and Endowments from:				
Grants, donations and legacies	3	223,589	142,753	366,342
Total income		223,589	142,753	366,342
Expenditure on:				
Charitable activities	5	(163,296)	(159,605)	(322,901)
Other expenditure	6	(1,445)	-	(1,445)
Total expenditure		(164,741)	(159,605)	(324,346)
Net income/(expenditure)		58,848	(16,852)	41,996
Net movement in funds		58,848	(16,852)	41,996
Reconciliation of funds				
Total funds brought forward		(11,986)	-	(11,986)
Total funds carried forward	17	46,862	(16,852)	30,010

The notes on pages 8 to 18 form an integral part of these financial statements.

Zahid Mubarek Trust Limited

Statement of Financial Activities for the Year Ended 31 March 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2023 is shown in note 17.

Zahid Mubarek Trust Limited

(Registration number: 06652052)
Balance Sheet as at 31 March 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	12	6,718	9,426
Current assets			
Debtors	13	19,135	11,352
Cash at bank and in hand	14	34,100	85,329
		53,235	96,681
Creditors: Amounts falling due within one year	15	(38,412)	(19,910)
Net current assets		14,823	76,771
Total assets less current liabilities		21,541	86,197
Creditors: Amounts falling due after more than one year	16	(10,197)	(56,187)
Net assets		11,344	30,010
Funds of the charity:			
Restricted income funds			
Restricted funds		-	(16,852)
Unrestricted income funds			
Unrestricted funds		11,344	46,862
Total funds	17	11,344	30,010

For the financial year ending 31 March 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

Zahid Mubarek Trust Limited

(Registration number: 06652052)
Balance Sheet as at 31 March 2024

The financial statements on pages 4 to 18 were approved by the trustees, and authorised for issue on 11.12.24 and signed on their behalf by:

D.B. Rubinstein
.....
Daniel Benedict Rubinstein
Trustee

The notes on pages 8 to 18 form an integral part of these financial statements.

1 Charity status

The charity is limited by guarantee, incorporated in , and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:
Hampstead Town Hall Centre
213 Haverstock Hill
London
NW3 4QP

2 Accounting policies

Summary of significant accounting policies and key accounting estimates
The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance
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 in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation
Zahid Mubarek Trust Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The presentational currency of the financial statements is Pound Sterling (£).

Going concern
The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Exemption from preparing a cash flow statement
The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Income and endowments
All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Expenditure
All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs
These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Government grants
Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

Taxation
The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets
Individual fixed assets costing £100.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation
Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Fixtures and fittings	25% on cost
Computer equipment	33.33% on cost

Research and development
Research and development expenditure is written off as incurred.

Trade debtors
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Fund structure
Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.
Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

With the exception of some hedging instruments, other debt instruments not meeting these conditions are measured at fair value through profit or loss.

Commitments to make and receive loans which meet the conditions mentioned above are measured at cost (which may be nil) less impairment.

3 Income from grants, donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Grants, including charitable donations;			
Government grants	-	36,168	36,168
Grants from charitable trusts and foundations	193,900	89,500	283,400
	193,900	125,668	319,568

	Unrestricted funds General £	Restricted funds £	Total 2023 £
Grants, including charitable donations;			
Government grants	-	75,607	75,607
Grants from charitable trusts and foundations	223,589	67,146	290,735
	223,589	142,753	366,342

4 Income from charitable activities

	Restricted funds £	Total funds £
Delivery & research	47,036	47,036
Total for 2024	47,036	47,036

5 Expenditure on charitable activities

	Note	Unrestricted funds General £	Restricted funds £	Total funds £
Core costs and project expenses				
Staff and consultants' costs		177,334	106,412	283,746
Delivery and research costs		-	66,292	66,292
Office rent and communication		22,085	-	22,085
Insurance		1,069	-	1,069
Memberships and subscriptions		538	-	538
Bank charges		68	-	68
Depreciation, amortisation and other similar costs		3,907	-	3,907
Governance costs	7	5,773	-	5,773
Total for 2024		210,774	172,704	383,478
Total for 2023		163,296	159,605	322,901

In addition to the expenditure analysed above, there are also governance costs of £5,773 (2023 - £7,147) which relate directly to charitable activities. See note 7 for further details.

6 Other expenditure

	Note	Unrestricted funds General £	Total funds £
Marketing and publicity		1,319	1,319
Other resources expended		473	473
Total for 2024		1,792	1,792
Total for 2023		1,445	1,445

7 Analysis of governance and support costs

Governance costs

	Unrestricted funds General £	Total funds £
Independent examiner fees		
Examination of the financial statements	3,000	3,000
Accountancy and bookkeeping fees	2,773	2,773
Total for 2024	5,773	5,773
Total for 2023	7,147	7,147

8 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses from the charity during the year.

9 Staff costs

In the current year, the charity had an average of 5 employees (2023 - 5).

The total wages and consultancy fees paid during the year were £283,746 (2023 - £220,216)

The total employee remuneration and benefits of the key personnel of the charity were £47,692 (2023 - £46,384)

The emoluments of one member of staff, including benefits in kind, are within the range of £60,000 to £69,999 (2023 - One in the range £60,000 to £69,999).

10 Independent examiner's remuneration

	2024 £	2023 £
Examination of the financial statements	3,000	2,820

11 Taxation

The charity is a registered charity and is therefore exempt from taxation.

12 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 April 2023	22,908	22,908
Additions	1,199	1,199
At 31 March 2024	24,107	24,107
Depreciation		
At 1 April 2023	13,482	13,482
Charge for the year	3,907	3,907
At 31 March 2024	17,389	17,389
Net book value		
At 31 March 2024	6,718	6,718
At 31 March 2023	9,426	9,426

13 Debtors

	2024 £	2023 £
Prepayments and accrued income	-	4,127
Accrued income	11,891	-
Other debtors	7,244	7,225
	19,135	11,352

14 Cash and cash equivalents

	2024 £	2023 £
Cash at bank	34,100	85,329

15 Creditors: amounts falling due within one year

	2024 £	2023 £
Bank loans	5,991	5,991
Other taxation and social security	19,705	1,281
Other creditors	8,111	8,222
Accruals	4,605	4,416
	38,412	19,910

	2023 £
Resources deferred in the period	(40,000)

16 Creditors: amounts falling due after one year

	2024 £	2023 £
Bank loans	10,197	16,187
Deferred income	-	40,000
	10,197	56,187

17 Funds

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Balance at 31 March 2024 £
Unrestricted				
General				
General Funds	30,010	193,900	(212,566)	11,344
Restricted				
Advocacy for Justice Programme				
Equality Advocates Project				
Returning Citizens Project				
	-	172,704	(172,704)	-
Total funds	30,010	366,604	(385,270)	11,344

Notes to the Financial Statements for the Year Ended 31 March 2024

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Balance at 31 March 2023 £
Unrestricted				
General				
General Funds	(11,986)	223,589	(164,741)	46,862
Restricted				
Advocacy for Justice Programme, A Record of Our Own Project, Equality Advocates Project and Prison Leavers Support Project	-	142,753	(159,605)	(16,852)
Total funds	(11,986)	366,342	(324,346)	30,010

Zahid Mubarek Trust Limited

Detailed Statement of Financial Activities for the Year Ended 31 March 2024

	2024		2024	
	Unrestricted			
	General £	Restricted £	Total £	Total 2023 £
Income and Endowments from:				
Grants, donations and legacies (analysed below)	193,900	125,668	319,568	366,342
Charitable activities (analysed below)	-	47,036	47,036	-
Total income	193,900	172,704	366,604	366,342
Expenditure on:				
Charitable activities (analysed below)	(210,774)	(172,704)	(383,478)	(322,901)
Other expenditure (analysed below)	(1,792)	-	(1,792)	(1,445)
Total expenditure	(212,566)	(172,704)	(385,270)	(324,346)
Net (expenditure)/income	(18,666)	-	(18,666)	41,996
Net movement in funds	(18,666)	-	(18,666)	41,996
Reconciliation of funds				
Total funds brought forward	30,010	-	30,010	(11,986)
Total funds carried forward	11,344	-	11,344	30,010

Zahid Mubarek Trust Limited

Detailed Statement of Financial Activities for the Year Ended 31 March 2024

	Total 2024 £	Total 2023 £
Grants, donations and legacies		
Government grants	36,168	75,607
Grants from charitable trusts and foundations - Restricted	89,500	67,146
Grants from charitable trusts and foundations - Unrestricted	193,900	223,589
	319,568	366,342
Charitable activities		
Primary purpose trading	47,036	-
	47,036	-
Charitable activities		
Staff and consultants' costs	(106,412)	(91,343)
Staff and consultants' costs	(177,334)	(128,873)
Delivery and research costs	(66,292)	(68,262)
Office and communication	(22,085)	(22,676)
Insurance	(1,069)	(851)
Memberships & subscriptions	(538)	(375)
Depreciation	(3,907)	(3,264)
Bank charges	(68)	(110)
Independent examiner's fees	(3,000)	(2,820)
Accountancy and bookkeeping fees	(2,773)	(4,327)
	(383,478)	(322,901)
Other expenditure		
Advertising	(1,319)	(825)
Loan interest	(473)	(620)
	(1,792)	(1,445)

ZAHID MUBAREK TRUST LTD

England & Wales - Charity number 1127834

Accounts



ZMT

zahidmubarektrust

Legacy for Change

Annual Report 2022-2023

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Directors' Foreword

We are honoured to share this annual report shining a light on our work on reducing racial disparity and promoting racial equality in the prison system.

The evidence for racial disparities amongst the prison population is well documented through numerous reports and inquiries. However, there is no evidence that the number of ethnic minority people in prison is decreasing. Recent data analyses on the prison population in England and Wales – taken from the HMPPS Offender Equalities Annual Report 2021-2022 – reveal that significant racial disparities still exist amongst the ethnic minority groups despite the actions taken following The Lammy Review publication in 2017. As outlined in recent inspection reports from the HM Inspectorate of Prisons, ethnic minority prisoners report more negative perceptions and experiences than their white counterparts.

As the prison service is recovering from the Covid-19 pandemic and its devastating impact on prisoners' well-being and rehabilitation prospects, the work on the equalities in prisons remains inconsistent due to shortages of staff and resources. Our work remains as critical as ever in improving the treatment of and outcomes for ethnic minority prisoners.

Despite the enormous and often daunting challenges, our experience shows us that change is possible under the right leadership and commitment. We are immensely proud of working with those committed leaders to transform the disproportionally negative experiences of ethnic minority prisoners and supporting race equality work locally.

However, we also take on big policy initiatives to address the systemic issues inherent in our prison system. We are proud to make significant progress towards developing a more effective and fair discrimination complaints system in prison. We work to ensure that people facing racial discrimination have access to our support service so they can navigate through the local processes and procedures. We are expanding our Equality Advocate Project in prisons, which can support the personal and professional development of ethnic minority prisoners and transform relationships with staff. In addition, we partner with other criminal justice charities to reduce racial disparities across the wider criminal justice system.

To do our work, we rely on dedicated and passionate staff and the support of our friends and funders who firmly believe in the ZMT's work, in our cause and our ability to deliver.

What we all have in common is1the certainty that we all can and must take action to reduce racial disparity in prisons and advance racial equality. The journey ahead is challenging, not impossible.

In December 2022, we lost our patron and a long-standing supporter, Lord David Ramsbotham. Here is the tribute from Imtiaz Amin on behalf of the Mubarek family and the Trust.



Tribute to a great friend, our long-standing supporter and a wonderful person:
GENERAL DAVID JOHN RAMSBOTHAM, BARON RAMSBOTHAM, GCB, CBE

How does one express the amazing essence and spirit of our late patron, Lord Ramsbotham. His selfless support to the Mubarek family over the past 22 years, uncompromising belief in our cause and his unwavering commitment to justice and fairness in the prison system.

Words cannot pay tribute or truly capture the sense of loss that we are all feeling at the Zahid Mubarek Trust.

Today we honour him, by profoundly feeling and expressing our loss, but also by remembering Lord Ramsbotham's enormous contribution to the success of our work and the impact on prisoners and their families. We simply would not be here without his generosity that helped us to heel our pains and move forward with hope in a better future.

His legacy will live through the memories we shared, the stories we will tell and the cause we continue to fight for.

Reducing racial disparity and promoting racial justice in the prison system will remain central to our work. The following year, our ambition is to reinvigorate the national conversation about racial equality in prisons. We will work with partners and networks to support and build wider movements for racial justice in prisons.

While our current team of four is large by our standards and in comparison, with a specialist sector led by and for ethnic minority communities, we are still a very small national charity. We continue to punch well above our weight for the cause that is neither a priority nor convenient in the current climate and this report serves as a testament to our unwavering commitment and passion for the cause.

Khatuna Tsintsadze
Imtiaz Amin

Directors
Zahid Mubarek Trust

Our Story and Vision

Who we are



Zahid Mubarek Trust (ZMT) is a national advocacy organisation committed to a fair and just prison system. We stand for racial justice in the prison system and hold the statutory agencies to account for their actions and responsibilities. The organisation was born following a long and arduous family campaign to seek justice after Zahid's murder.

What we do

We work for the ethnic minority people and communities who are affected by the criminal justice system in England and Wales.

We are committed to retaining our independence, specialist expertise and credibility among stakeholders whilst honouring the legacy of Zahid Mubarek.

ZMT is a small group of committed campaigners, changemakers and experts, informed by the lived experience of racial injustice, who are committed to influencing policy and practice around racial justice in the prison system.

Since securing a Public Inquiry, which unearthed gross systemic failures as factors in Zahid's death, the Mubarek family has committed itself to ensure that the inquiry report's recommendations are implemented and prisoners are given the opportunities denied to Zahid.

The charity was registered in February 2009 for the benefit of the public in ensuring equality and fairness within the prison system and improving safety and care for prisoners by:

- ⇒ Providing a voice and support for those affected by unfair and inhumane treatment that negatively impacts rehabilitation and resettlement outcomes.
- ⇒ Advocating for policy reforms across the criminal justice system, particularly in the prison system, based on international human rights standards.
- ⇒ Developing and delivering targeted support to prisoners improves rehabilitation outcomes and reintegration into society.
- ⇒ Campaigning for greater accountability and transparency in the prison system to allow informed public debate about the state and effectiveness of the system.
- ⇒ Contributing to building a better and safer society that provides returning citizens with vital support, helps them rebuild relationships and achieve a sense of belonging.

The Trust's niche work aims to promote a fair and humane prison system that upholds national and international standards of custodial practice.

We vigorously advocate for racial equality in the prison system, and have established ourselves as the leading specialist organisation solely focusing on racial justice issues in prisons.

We work towards reducing racial disparity across the prison system by improving treatment and outcomes for prisoners and prison leavers from minority ethnic backgrounds.

We believe that a humane, fair and effective justice system produces better results in reducing reoffending and improving the social mobility of people with lived experience of the criminal justice system.

The Trustees comply with Section 4 of the Charities Act 2006 regarding guidance on public benefit as published by the Charity Commission. The paragraphs below demonstrate the public benefit arising from Charity's activities. The Trust annually reviews its aims, objectives and activities to ensure that the charity's remit and vision remain focused. The trustees refer to the guidance contained in the Charity Commission's guidance on public benefit when reviewing the Trust's aims, objectives and activities and their relevance to current and future priorities.

Overview of Our Strategic Objectives and Work

This report provides an overview of our strategic objectives and work during the reporting period from April 2022 to March 2023. It covers some of the key areas of our grassroots and policy work, our achievements, learning from the projects and our short to long-term vision for the future.

Our strategic objectives, as outlined in our **Strategic Plan 2023-2028,** are:

1

To increase transparency and accountability around racial equality in the prison system.

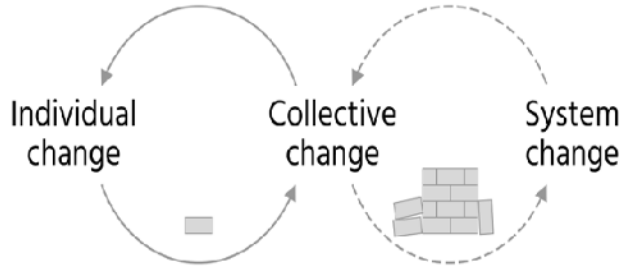
2

To improve the treatment of and outcomes for ethnic minority prisoners and prison leavers.

3

To promote informed, empathetic and solution-oriented debate on racial disparity in the prison system and its wider consequences.

Our activities focused on meeting the strategic objectives whilst the overall approach remained underscored by our commitment to promoting racial equality and combating racial injustice in prisons. Next year we will review the strategic plan in view of launching a more ambitious, sustainable and cohesive new plan in early 2024.



Our three strategic objectives evolve from our understanding of change encompassing the individual, collective and systemic change underpinned by a long-term commitment and uncompromised accountability at all levels.

A primary objective for the Trust remains in building a legacy for Zahid's short life and tragic murder, enabling us to apply learning from the past to shape the future. We are committed to innovating new approaches to emerging challenges and opportunities whilst building on our background story.

During the reporting period, the number of people in the prison system has increased, returning to the pre-pandemic level, and it is projected that the prison population will continue to increase significantly in the coming years. Subsequently, the number of ethnic minority prisoners will increase despite of already existing disproportionate number of ethnic minority people in the prison system. In March 2022[1], 28% of the prison population was from Black, Asian and ethnic minority groups, representing double the number they represent amongst the general population.

We believe that longer-term and sustainable public safety and crime reduction can only be achieved by addressing the pressing social and economic issues rather than imprisonment. However, how people are treated and the conditions in prisons also play a significant part in reducing crime and protecting the public by improving the rehabilitation and resettlement outcomes for prisoners. Prisons should provide prisoners with equal and fair opportunities for rehabilitation and resettlement. Historically, ethnic minority prisoners experience disproportionally negative treatment and outcomes, which is well documented in numerous reports and academic research over the past three decades. The opportunities for monitoring and effectively addressing the racial disparity in prisons have been halted due to the Covid-19 pandemic and staff shortages which continue to affect the prison system post-pandemic. This has only increased the need and demand for our work in prisons.

Whilst we continue balancing our independence with the influence locally and nationally, we have developed more strategic relationships with stakeholders, including the senior leaders in the prison service, to advance our common cause – reduce racial disparity and improve the treatment of and outcomes for ethnic minority prisoners.

ZMT's effectiveness over recent years is demonstrated by real achievement in terms of progressive national policy change (discrimination complaints system) alongside tangible positive changes to policy and practice locally (as evidenced in the recent HMIP reports).

[1] https://assets.publishing.service.gov.uk/media/637e38d0e90e0723389cbeb9/HMPPS_Offender_Equalities_2021-22_Report.pdf

Improving Transparency and Accountability in the Prison System

External Scrutiny and Support Project (ESSP)

The External Scrutiny and Support Project (ESSP) is our flagship programme of a series of interlinked yet independent activities to improve the treatment of and outcomes for ethnic minority prisoners. The project covers external scrutiny of discrimination complaints, equalities data in prisons, and regular and structured engagement with ethnic minority prisoners and staff.

We were the first independent organisation to champion the model of external scrutiny of racial discrimination complaints in 2007 as part of the prison service's work on the Race Review.

We were the first organisation to start monitoring the effectiveness of the new discrimination complaints system following the policy change in April 2011.

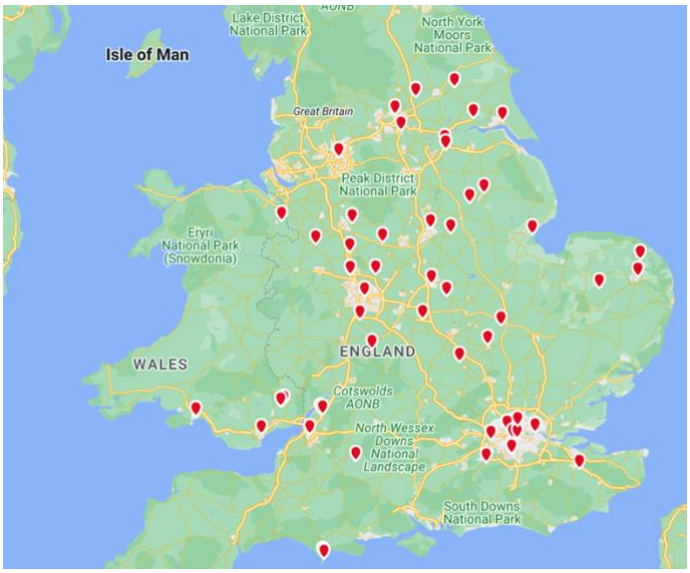
In partnership with the PRT, we produced a groundbreaking study on the effectiveness of the discrimination incident reporting forms (DIRFs). In 2017, The Lammy Review made two recommendations for improving the complaints system in prison based on the findings of this report. The prison service adopted both recommendations, which led to the next level of advocacy work on implementing the Lammy Review recommendations N26 and N27.

Over this period, we were disappointed by the lack of progress regarding the prison discrimination complaints system, partially caused by the delay in publishing revised policies and guidance documents.

Complaints procedures, especially discrimination complaints, represent significant rights-protecting mechanisms in prisons, particularly for disadvantaged groups of prisoners.

In a closed environment of prisons, issues that may seem insignificant in the outside world can take on great significance for people deprived of their liberty. There is also the risk of abuse, including torture and other ill-treatment. It is in the interest of both detainees and staff that the discrimination complaints are handled fairly to help foster trust in the system, ensure that rules and rights are respected, and prevent issues from becoming sources of significant trouble in prison.

We firmly believe that any external scrutiny of discrimination complaints should be financially independent from prisons.



We were delighted to be awarded core funding from the leading charitable foundations and trusts to support our flagship External Scrutiny and Support Project (ESSP). This enabled us to expand the Project from 30 to 55 prisons by the end of the reporting period and to become the only specialist charity delivering the largest specialist project in prisons across England and Wales.

The ESSP operates in different types of establishments across the country to diversify our experience and expertise on the issues affecting various groups of prisoners and prison leavers. This also helps us identify specific challenges and problems facing particular sections of the prison population, e.g., women, young adults, specific ethnic minority groups and etc., as well as to compare the regional differences, challenges and opportunities.

Our activities as part of this project include the development of policy positions on cross-cutting issues around prisons and the wider criminal justice system, the establishment and strengthening of networks with other voluntary sector organisations, supporting a collective voice in advocating for racial justice in prisons and supporting transformative policy and practice change locally and nationally.

For the effectiveness and efficiency of the project, we utilised the sustainable operational models developed during the pandemic, i.e., remote work on some aspects of the project.

Our model of external scrutiny oversees the operational delivery of the national equality policy and offers bespoke support to prisons in meeting the policy priorities, including focusing on the treatment of and outcomes for Black, Asian and minority ethnic prisoners.

The model represents the best practice approach in transparency, accountability and commitment to the race equality agenda in prisons as identified in The Race Review 2008

The model also reflects the lessons learnt from our 23-year experience advocating racial justice and equality in the prison system.

The project's success is measured by the impact on local and national levels, and we are proud to retain financial independence from prisons, HMPPS and any government funding for the External Scrutiny and Support Project.

Highlights about the impact of our External Scrutiny and Support Project in the reports from the HM Inspectorate of Prisons during the reporting period:

"In the previous six months, the prison had received 50 complaints about discrimination. In those we sampled, investigations were thorough and fair. All were quality assured internally by the governor and externally by the Zahid Mubarek Trust (see Glossary), reflecting leaders' commitment to improving prisoners' confidence in the process."
HMP Gartree

"The number of discrimination incident report forms (DIRFs) submitted had been low, at around two a month, but in the last few months this had risen into double figures; this showed increasing confidence in the system, which prisoners told us they had not trusted previously. The Zahid Mubarek Trust (ZMT) provided quality assurance of responses to DIRFs. It had selected, and was training, a group of prisoner 'equality advocates', with a carefully structured and demanding training programme in seven modules. The prisoners spoke highly of their training and had already gained in confidence..."
HMP Hewell

"Investigations into discrimination incident report forms (DIRFs) were thorough, the quality of responses was good but responses were sometimes late. In most cases, the relevant individuals were interviewed and there was a good record of the investigation. The deputy governor quality assured all responses before they were returned. There was good independent analysis of DIRFs by the Zahid Mubarek Trust and leaders had invited feedback from prisoners on some DIRFs which provided transparency."
HMP Aylesbury

"Prisoners frequently reported discrimination and 54 complaints had been submitted in the previous six months. They were investigated well, and responses were clear, courteous and to the point; 39% had been upheld in the previous six months. This was reinforced by quality checks carried out by the governor and deputy governor, and external scrutiny from the Zahid Mubarek Trust (ZMT). The partnership with ZMT had also brought an independent perspective to some staff training and equality meetings"
HMP Eastwood Park

"Part of the reps' role was to support their peers with discrimination incident reporting forms (DIRFs). These were investigated to a good standard by the equality manager and included an interview with the prisoner who had submitted the DIRF. Quality assurance from the Zahid Mubarak Trust was valued and supported ongoing improvement through independent scrutiny."

HMP Isis

"The number of discrimination incident reporting forms (DIRFs) submitted had increased since our last inspection. A number of prisoners told us they had more confidence in the process than previously, which had been a factor in the higher numbers. It was positive that complaints judged to include a discrimination element were dealt with through the DIRF process. In the previous year, some 26% of DIRFs had been upheld or partially upheld which is more than we often see. Quality assurance for all DIRFs was undertaken by the equality advisor, the deputy governor and members of the Zahid Mubarek Trust, a third sector organisation with relevant expertise. DIRFs that we reviewed had been well investigated and responses were courteous and comprehensive"

HMP Portland

Our External Scrutiny and Support Project offers invaluable and unique support package to Diversity and Inclusion Leads in prions and Regional Diversity and Inclusion Managers. During the reporting period we committed to support staff responsible for investigation of discrimination complaints with bespoke training. We delivered four free of charge online sessions attended by over 90 prison staff and will continue to do so in the next year as part of our support work on improving the practice nationally.

Advocacy and Policy Work

ZMT has a long-established reputation and relationship with government departments, statutory agencies and wide networks of voluntary organisations in the criminal justice system. Our robust and up-to-date evidence base collected through the External Scrutiny and Support Project informs our national advocacy work. We also work closely with our Equality Advocates Network members in custody and community and members of our prisoners' family group.

Our national advocacy and policy influence work included a continuous engagement with the policy and decision- makers through meetings and through responding to policy consultations from the Ministry of Justice (MoJ), HMPPS, Select Committees and All-Party Parliamentary Groups (APPGs). We continued to work with other voluntary sector organisations to prepare joint briefings and letters to secure some positive changes.

- In January 2023, we provided the response to the Working Group of Experts on People of African Descent as part of their fact-finding country visit to the United Kingdom of Great Britain and Northern Ireland. The Working Group's visit is at the invitation of the Government and will be facilitated by the Office of the United Nations High Commissioner for Human Rights (OHCHR). Our response focused on the treatment of and outcomes for prisoners and wider racial justice issues in prisons. We also contributed to the delegation's visit in a prison in England.

- We met with Victoria Atkins MP, as part of the Expert Group roundtable in May 2022. Officials worked with the representatives of the sector to focus on extracting the Expert Group's insights and advice on the key priorities for Government in delivering the aims of the Female Offender Strategy.

- Our co-director continued to represent the Trust on HMPPS External Advice and Scrutiny Panel (EASP) to implement the Lammy review recommendations. HMPPS has established an EASP to support its implementation of the Lammy Review to review and discuss policy developments. It is a constructive forum that can examine details of operational policy to make changes that can lead to improved outcomes.

- Our co-director sits on The Reducing Reoffending Third Sector Advisory Group (RR3) providing the critical interface between the voluntary sector and the Ministry of Justice, to increase mutual understanding and build a solid and effective partnership. The group comprises of senior experts from the voluntary sector and meets quarterly with civil servants to provide guidance and feedback on MoJ policy developments.

- Police, Crime, Sentencing & Courts Bill coalitions led by the Liberty and Criminal Justice Alliance (CJA) which led to a joint open letter to the Prime Minister and joint briefing papers calling for urgent amendments.

- We have been working as part of a coalition of charities with Hibiscus, Agenda, Women in Prison, Muslim Women in Prison Project and Criminal Justice Alliance to lead a new solution-based project, Doubling Down on Double Disadvantage. A ten-point action plan, published in January 2022, aims to improve outcomes for Black, Asian, racially minoritised and migrant women in the criminal justice system. We are focusing on the experiences in custody and working with HMPPS and women prisons to promote the recommendations.

- We took part in the Being Well Being Equal Campaign prioritising the wellbeing of young men and young Black men in the criminal justice system. The Campaign was led by the Spark Inside in coalition with six voluntary sector organisations providing rehabilitation services and supporting racial equity & wellbeing in prisons. The alliance has agreed to pool information, identify best practice, and campaign together for tailored wellbeing services in prisons.

We also contributed to a number of advisory groups:

- HMPPS Lived Experience Engagement Network
- University of Nottingham on the safety in prison and accountability mechanisms for deaths in custody
- HM Inspectorate of Prisons thematic on Black men in prison
- MoJ Third Sector Strategic Partnership Board
- Expert Advisory Panel on Use of Force
- Women in the Criminal Justice working group
- Irish Penal Reform Trust Advisory Group
- The Traveller Movement Advisory Group
- The Clinks Advisory Forum
- Criminal Justice Board for Wales: Race Equality Taskforce
- EQUAL National Independent Advisory Group
- MOPAC Adult Ethnic Disproportionality Steering Group, Third Sector and Service User Voice.
- Our co-director sat on the advisory panel for a Centre for Social Justice report on family experiences whilst the family member is incarcerated.
- CJA project on promoting the use of the public sector equality duty to tackle racial discrimination.
- Long-term High Security Estate's Oversight Panel.

Despite the capacity challenges of our dedicated policy team, we provided response to the following consultations and research and public engagement:

- Prisons Strategy White Paper.
- Justice Committee Inquiry on mental health
- The Equality and Diversity in the Work of the Sentencing Council research.
- The Irish Penal Reform Trust (IPRT) launching event: "Sometimes I'm missing the words': The rights, needs and experiences of foreign national and minority ethnic groups in the Irish penal system" (April 2022)
- 'Lunch with...' series of a monthly webinar hosted by the Centre for Crime and Justice Studies (June 2022).
- Seminar: 'The Challenges and Opportunities of Crisis and Scandal for Contemporary Penal Policy (November 2022).
- The Unlocked Graduates summer School (August 2022).
- Family engagement work in Wales, in partnership with PACT.

International work

In 2020-2021 we conducted our first activities on raising accountability and awareness at international level. Naturally, our focus was on the impact of COVID-19 pandemic in prisons in England and Wales, particularly on ethnic minority prisoners and their families.
During the reporting period, we contributed to the work of the UN Experts on People of African Descent as part of their fact-finding country visit and we provided our first-ever submission to the Working Group and attended a visit with the delegation to a prison in England. Report of the Working Group of Experts on People of African Descent - Advance unedited version
We are keen to contribute to rights-based reporting and approaches at the international level in future.
We are grateful to the *Esmée Fairbairn Foundation*, *Joseph Rowntree Charitable Trust*, *Lloyds Bank Foundation*, *The Tudor Trust* and *AB Charitable Trust* for their vital support in enabling our work towards improving the transparency and accountability in the prison system.

Improving Outcomes
for Ethnic Minority Prisoners and Prison Leavers

The Equality Advocate Project



During the reporting period, we continued training and supporting prisoners to become Equality Advocates in prisons – our groundbreaking initiative that empowers prisoners to have their voices heard, to advocate on behalf of their peers and to influence the equalities work locally.

From the start of the project in September 2021, a total of 103 Equality Advocates successfully graduated across nine prisons.

The Equality Advocate Project is a key element of our work on improving the treatment of and outcomes for ethnic minority prisoners. The Project aims at reducing racial disparity and supporting prisoners from Black, Asian and minority ethnic backgrounds. The delivery model in prisons includes extensive work with up to 15 individuals recruited to the role of a *Prisoner Equality Advocate* for a minimum of six months. They are given regular bespoke training around seven essential areas aimed at improving their skills, attitude and behavior based on a strength-based approach.

Once they have passed the course, Equality Advocates promote fair and equal treatment within the prison with the continued support of the ZMT staff (e.g., assisting their peers in addressing any issues they face and representing them at appropriate meetings with the prison authorities). Most of the prisoners who complete the course also get work experience in their prisons with Diversity and Inclusion Leads, which involves tasks such as publishing newsletters, giving inductions to new prisoners and undertaking surveys of inmates. They act as peer representatives of fellow prisoners and contribute to the equality agenda and outcomes for their peers. We based our Equality Advocate model on the existing prisoner equality representative role which is often described in the HMIP inspection reports as 'under-resourced', 'undertrained' and 'under-valued'.

Graduates of the Equality Advocates course also qualify to take part in a community-based continuation of the programme - The Returning Citizens Project. Those who choose to enter this project work closely with ZMT in the run up to their release to develop an individually tailored support programme which is integrated into their resettlement plan.

Independent evaluation of the project, conducted by the University of Greenwich, was completed in October 2022. The report found that the Equality Advocate's training was universally considered successful by participants and staff in prison. Completing the training provided important validation of the participants as learners which many had not had in the past. For example, one participant stated:

> *'I got 95% on one workbook. For someone that didn't do well in school this is big for me. I am proud, you know?'*.

In addition, the participants acquired important knowledge and skills that helped them navigate prison such as unconscious bias, conflict resolution and effective communication:

> *'This makes sense to me now, and I think about how I might be unconsciously biased – _and how other people might be too'*.

Practically, participants developed their knowledge and confidence in how to complete complaint forms as well. There was evidence that this learning was transformational in participants desire to pass this knowledge forward to others in prison as well as after prison.

The success of the EA training was echoed by prison staff, one of whom stated:

> '*The best things the men get is to know themselves and solve the conflict within themselves. I can see people thinking differently. This is breaking the cycle of crime*'. Another stated *'I really see what they (the participants) do as having a domino effect on D&I. They will help others; they will help staff'*

In the coming year, depending on the funding, we intend to scale up both inter-connected projects, contributing to reducing the disproportionately negative outcomes of ethnic minority prisoners and prison leavers. We offer the Equality Advocates unique opportunity to influence the change locally as well as personal and professional development.

"I will be responsible for my behavior not just because it is always the correct thing to do but because it gives my role as an Equality Advocate and a mediator validity and integrity also it sets a good impression and example upon others." *(Equality Advocate at HMYOI Aylesbury)*

"We rise by lifting others – being an Equality Advocate I understand things from the point of view of a YA, this gives prisoners a voice all of this will provide a better/ healthy prison environment." *(Equality Advocate at HMYOI Feltham)*

"I feel like ZMT is doing great work by promoting equalities here and making people aware of the challenges ethnic minority people go through. I think if staff was more aware they could have been better role models to all of us. I think ZMT should carry on inspiring young people such as myself." *(Equality Advocate at HMYOI Fellltham)*

***A Collective Voice* of Equality Advocates in prisons and the community**

Our alumni network of our Equality Advocates in prisons is steadily growing (with over 100 members during the reporting period) and they have been an invaluable asset to our local work in prison and national policy work around race equality in prisons.

Next year we will formalise the Alumni Network within our national advocacy work and subject to funding and resources, we aim to develop a clearer working strategy for the Collective as a prisoners and prison leavers voice in advancing racial justice in prisons and wider criminal justice system.

We are pleased with the notable progress in building the membership of the collective, its impact on the ground and externally. In the next year, we aim to double the number of our Equality Advocates Collective and embed in our work their invaluable voice and contribution.

> "When you come to prison you automatically lose your voice, it's like your opinion does not matter, even in relation to your own treatment. When it comes to race it is even harder to voice your concerns without fearing repercussions and when and how this might be used against you. When we are sharing our perceptions of unfair treatment, we are made to feel guilty. Becoming part of the Equality Advocates network with people who understand you as they have been there before you or with you, make a massive difference for me. I feel safe to talk about my experiences and I feel empowered for my experiences being used to better the system."
>
> Ricky, Graduate of 2023

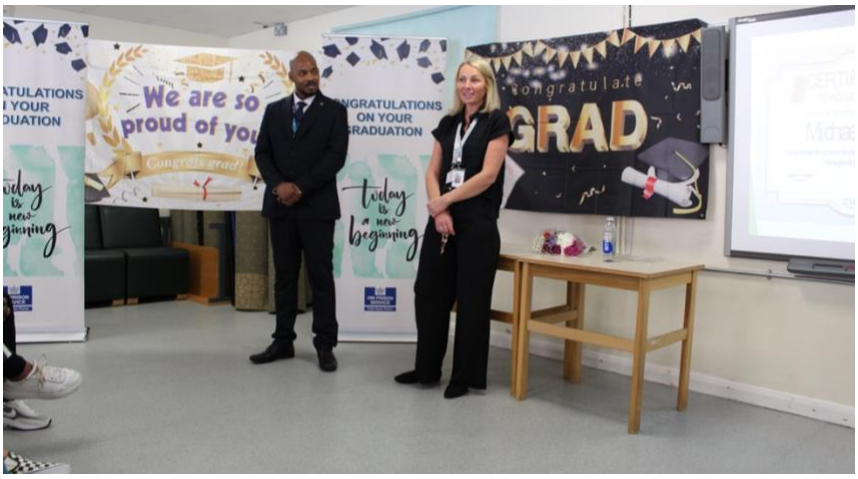


The Returning Citizens Project

The Returning Citizens Project has been first trialed out this year as the natural progression path for our trained Equality Advocates in prisons. The Project is available to those who completed the Equality Advocate Project (training and work experience) in prisons. The Returning Citizens Project provides them with the opportunity to continue working with us in the community towards their individual resettlement goals.

The participants of The Returning Citizens Project are known to the project staff for at least 12 months through the Equality Advocate Project. On average, the Project staff gets to work with each Returning Citizen for 18 to 24 months which is a unique opportunity to build the right relationships with them, to understand their individual needs and resettlement goals. This period gives the opportunity to the Project staff to develop a personalised support package for each Returning Citizen prior their release in the community.

The support package is developed with a great input of the Returning Citizens and includes one-to-one mentoring, group support sessions led by our lived experience project staff, signposting them to the relevant support services and providing a practical work experience at the Trust. There is no time limit on working with the Returning Citizens in the community, our ethos is underpinned by a firm believe that the resettlement journey is unique to each person depending on their individual needs and circumstances. We are willing to walk with them on this journey as long as it takes but with notable progression and achievements towards their resettlement goals.



The Returning Citizens Project allows us to provide the ethnic minority prisoners and prison leavers with unique personal and professional development opportunities.

The pilot run of the Project was led by our lived experience team and generously supported by the *Network for Social Change*. This support enabled us to run a pilot model of our support package with 47 prison leavers, some of whom were Equality Advocates released during the reporting period.

We are grateful to the *Network for Social Change*, *The Clothworkers Foundation* and many individual donors for supporting our work on improving the treatment of and outcomes for ethnic minority prisoners and prison leavers.

Family Support Work

Alongside the expansion of our work across prisons, we have seen a significant increase in the number of requests made directly to the Trust from families via email and phone call. The top three areas of the requests during the reporting period concerned the safety, discrimination and unfair treatment in prisons.

The ZMT does not provide a legal advice and we refer to families to the relevant organisations and law firms when appropriate and beneficial to do so. Our involvement with the families is limited to supporting them with liaising directly with a prison on their behalf and visiting their loved one for the welfare check if they are located in one of the prisons where we operate our External Scrutiny and Support Project.

Despite having no dedicated funding stream for this work, our co-directors dealt with 71 cases during the reporting period which takes a considerable time and resource from our small team. The Family Support scheme is overseen by one of our directors who benefited from such support in the past.

> "I am grateful to ZMT's director for his support in my son's case which has now been resolved successfully. I was listened to with empathy and understanding of our situation and experience of discrimination."
>
> Asha, mum of a prisoner

During the reporting period we maintained our FREEPOST service which was set up during the Covid-19 lockdown as a mean of maintaining contact with our Equality Advocates in prisons. The FREEPOST service has become very popular mechanism of communicating with our growing collective of Equality Advocates across prisons in England and Wales.

Organisational Development

In 2023, we worked towards achieving an effective, efficient, and sustainable operational model of our work. Our team has expanded significantly from a micro to small organisation which makes us the largest specialist charity led by and for ethnic minority communities working in prisons.

Last year we conducted formal and informal reflective work on our management and governance structures, organisational needs, strengths, and challenges. An Independent evaluation of our strategic work found that:

"ZMT is already able to access and influence decision-makers, but there are opportunities to further strengthen the impact of ZMT advocacy work. First on this list would be improving the collection and communication of the data and information that is already available to ZMT.".

During the reporting period, we ensured that proactive steps are taken in relation to recording and reporting our impact locally and nationally and identifying new opportunities for influencing systemic change through better use of our evidence base. This has been the focus of our 'Growth Plan 2021- 2025', our internal organisational development strategy, and will continue to inform our advocacy work in the coming years.

Next year, we plan to refresh our strategic plan to outline new ambitious 'Growth Plan 2025 – 2023', involving our supporters, people we serve and our funders. Our *Collective Voice* of Equality Advocates in prisons and the community will have a key role to play in the review through providing invaluable insights into influencing change.

During the reporting period we laid the foundation for the refreshed membership and structure of our board of Trustees through few structural changes which will come into force in the next year. We are seeking to diversify our trustee board with people whose values, principles and expertise are aligned with our organisational ethos and needs.

We will further strengthen our governance and management processes and structures, including reviewing our governing documents to reflect our growth and current vision.

Through strengthening our capacity, we will better engage with existing and new partners, and we will deliver a number of proactive and innovative policy initiatives. We aim to empower the movement with facts about racial justice in prison.

With more creative research strategies, engaging graphics, and highly- readable reports,

we want to give stakeholders the facts they need to push for reducing racial disparity in prison.

During the reporting period, we employed a new member of staff with lived experience of the criminal justice system. As a former participant of our Equality Advocate and Returning Citizens Projects, we are delighted to see the impact of introducing the work experience opportunity for our service users. In the next few years, we plan to increase our lived experience team with the members of the *Collective Voice*. These new roles are crucial to building our capacity and bringing innovation to our work and growing our impact and influence.

By developing and delivering a communications strategy we will ensure that our communications resources and activities are focused on assisting us in achieving our organisation's goals as set out in our 2022-24 delivery plan.

Additionally, we will implement the recommendations made by the independent fundraising review, conducted last year, and diversify our income streams to contribute to our core costs and advocacy work.

It's often difficult to tie specific policy changes to our work, but some of the wins we are most proud of include the work on the discrimination complaints in prisons and in the next year, we will cement some tangible achievements in this area.

In 2024 we plan to focus on obtaining quality mark accreditations for the Trust. Whilst we remain committed to good governance principles, it will be beneficial to become accredited as a Living Wage Employer as well as obtain cyber security accreditations.

Our website, launched in late 2020, was regularly used as a resource on the impact of COVID- 19 pandemic in prisons. We have plans for better use of our website as a point of reference. Our social media presence grew this year by over 250 new followers to a total of 1,687 followers by the end of March 2023. Our Twitter platform is used throughout the year to keep our followers informed about the progress. Next year we plan better use of other social media platforms for illustrating our work and impact in prisons and nationally.

How you can support our work

It is hard to predict what lies in the future for those working towards the prison reform agenda, especially concerning the racial justice issue in prisons. But we will continue to innovate and push boundaries for the change we want to see on reducing racial disparities for prisoners and prison leavers.

Zahid Mubarek Trust is known for delivering big results on a small budget with a small team of staff. Since our founding in 2008, we've grown into an efficient and impactful advocacy organisation solely focused racial justice in the prison system.

We rely on the support of a diverse group of charitable trusts and foundations to pursue our mission. Contributions from both committed individuals and organisations are essential to our impact on the lives of prisoners and their families, and ongoing efforts to reduce racial disparity in the prison system. We are immensely grateful to all our funders and supporters for their belief in our work and are pleased to share this Annual Review detailing our achievements.

We welcome you to join our network of supporters working to shine a light on racial equality in the prison system. For more information on how you can support the ZMT's work, please visit our website www.thezmt.org

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We thank you for making our work — and our successes — possible.

Company registration number: 06652052
Charity registration number: 1127834

Zahid Mubarek Trust Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2023

Zahid Mubarek Trust Limited

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Zahid Mubarek Trust Limited

Reference and Administrative Details

Chairman	Raymond Bewry
Trustees	Raymond Bewry Daniel Benedict Rubinstein Jabez Wai Yiu Lam Anne Dunn
Senior Management / Leadership Team	Imtiaz Amin, Co-director Khatuna Tsintsadze, Co-director
Charity Registration Number	1127834
Company Registration Number	06652052
Registered Office	Hampstead Town Hall Centre 213 Haverstock Hill London NW3 4QP
Independent Examiner	Zain Saleh FCCA ZAS Accountancy & Tax Ltd Suite 427 Legacy Centre Hampton Road West Feltham Middlesex TW13 6DH
Bankers	HSBC Bank plc 192 Hoe Street Walthamstow London E17 4QN

Zahid Mubarek Trust Limited

Independent Examiner's Report to the trustees of Zahid Mubarek Trust Limited ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of Zahid Mubarek Trust Limited as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Zahid Mubarek Trust Limited

Independent Examiner's Report to the trustees of Zahid Mubarek Trust Limited ('the Company')



.....

Mr Zain Saleh FCCA
ZAS Accountancy & Tax Ltd
Association of Chartered Certified Accountants
Suite 427 Legacy Centre
Hampton Road West
Feltham
Middlesex
TW13 6DH

Date: 19/12/2023

Zahid Mubarek Trust Limited

Statement of Financial Activities for the Year Ended 31 March 2023 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2023 £
Income and Endowments from:				
Grants, donations and legacies	3	223,589	142,753	366,342
Total income		223,589	142,753	366,342
Expenditure on:				
Charitable activities	4	(163,296)	(159,605)	(322,901)
Other expenditure	5	(1,445)	-	(1,445)
Total expenditure		(164,741)	(159,605)	(324,346)
Net income/(expenditure)		58,848	(16,852)	41,996
Net movement in funds		58,848	(16,852)	41,996
Reconciliation of funds				
Total funds brought forward		(11,986)	-	(11,986)
Total funds carried forward	16	46,862	(16,852)	30,010

	Note	Unrestricted £	Restricted £	Total 2022 £
Income and Endowments from:				
Grants, donations and legacies	3	82,511	103,396	185,907
Total income		82,511	103,396	185,907
Expenditure on:				
Charitable activities	4	(28,078)	(219,972)	(248,050)
Other expenditure	5	(744)	-	(744)
Total expenditure		(28,822)	(219,972)	(248,794)
Net income/(expenditure)		53,689	(116,576)	(62,887)
Transfers between funds		(116,576)	116,576	-
Net movement in funds		(62,887)	-	(62,887)
Reconciliation of funds				
Total funds brought forward		50,901	-	50,901
Total funds carried forward	16	(11,986)	-	(11,986)

The notes on pages 8 to 19 form an integral part of these financial statements.

Zahid Mubarek Trust Limited

Statement of Financial Activities for the Year Ended 31 March 2023 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2022 is shown in note 16.

Zahid Mubarek Trust Limited

(Registration number: 06652052)
Balance Sheet as at 31 March 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	11	9,426	4,757
Current assets			
Debtors	12	11,352	7,225
Cash at bank and in hand	13	85,329	17,074
		96,681	24,299
Creditors: Amounts falling due within one year	14	(19,910)	(18,864)
Net current assets		76,771	5,435
Total assets less current liabilities		86,197	10,192
Creditors: Amounts falling due after more than one year	15	(56,187)	(22,178)
Net assets/(liabilities)		30,010	(11,986)
Funds of the charity:			
Restricted income funds			
Restricted funds		(16,852)	-
Unrestricted income funds			
Unrestricted funds		46,862	(11,986)
Total funds	16	30,010	(11,986)

For the financial year ending 31 March 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

Zahid Mubarek Trust Limited

(Registration number: 06652052)
Balance Sheet as at 31 March 2023

The financial statements on pages 4 to 19 were approved by the trustees, and authorised for issue on 10/12/23 and signed on their behalf by:

D. B. Rubinstein
.....
Daniel Benedict Rubinstein
Trustee

The notes on pages 8 to 19 form an integral part of these financial statements.

1 Charity status

The charity is limited by guarantee, incorporated in , and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:
Hampstead Town Hall Centre
213 Haverstock Hill
London
NW3 4QP

2 Accounting policies

Summary of significant accounting policies and key accounting estimates
The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance
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 in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation
Zahid Mubarek Trust Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The presentational currency of the financial statements is Pound Sterling (£).

Going concern
The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Exemption from preparing a cash flow statement
The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Income and endowments
All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Expenditure
All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs
These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Government grants
Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

Taxation
The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets
Individual fixed assets costing £100.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation
Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Fixtures and fittings	25% on cost
Computer equipment	33.33% on cost

Research and development
Research and development expenditure is written off as incurred.

Trade debtors
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Fund structure
Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.
Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

With the exception of some hedging instruments, other debt instruments not meeting these conditions are measured at fair value through profit or loss.

Commitments to make and receive loans which meet the conditions mentioned above are measured at cost (which may be nil) less impairment.

3 Income from grants, donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2023 £
Grants, including charitable donations;			
Government grants	-	75,607	75,607
Grants from charitable trusts and foundations	223,589	67,146	290,735
	223,589	142,753	366,342

	Unrestricted funds General £	Restricted funds £	Total 2022 £
Grants, including charitable donations;			
Government grants	16,817	-	16,817
Grants from charitable trusts and foundations	65,694	103,396	169,090
	82,511	103,396	185,907

	Unrestricted funds General £	Restricted funds £	Total 2023 £
The AB Charitable Trust	27,500	-	27,500
Esmée Fairbairn Foundation	90,000	-	90,000
HMPPS	-	75,607	75,607
Lloyds Bank Foundation	-	42,250	42,250
Network for Social Change NSCCT	-	17,596	17,596
The Clothworkers Foundation	-	7,300	7,300
The Joseph Rowntree Charitable Trust	75,000	-	75,000
The Tudor Trust	30,000	-	30,000
Other grants, donations, services and revenues	1,089	-	1,089
	223,589	142,753	366,342

	Unrestricted funds General £	Restricted funds £	Total 2022 £
The AB Charitable Trust	25,000	-	25,000
HMPPS	-	63,396	63,396
Lloyds Bank Foundation	-	40,000	40,000
The Joseph Rowntree Charitable Trust	40,000	-	40,000
Other grants, donations, services and revenues	17,511	-	17,511
	82,511	103,396	185,907

4 Expenditure on charitable activities

	Note	Unrestricted funds General £	Restricted funds £	Total funds £
Core costs and project expenses				
Staff and consultants' costs		128,873	91,343	220,216
Delivery and research costs		-	68,262	68,262
Office, communication, IT		22,676	-	22,676
Insurance		851	-	851
Memberships and subscriptions		375	-	375
Bank charges		110	-	110
Depreciation, amortisation and other similar costs		3,264	-	3,264
Governance costs	6	7,147	-	7,147
Total for 2023		163,296	159,605	322,901
Total for 2022		28,078	219,972	248,050

In addition to the expenditure analysed above, there are also governance costs of £7,147 (2022 - £5,468) which relate directly to charitable activities. See note 6 for further details.

5 Other expenditure

	Note	Unrestricted funds General £	Total funds £
Marketing and publicity		825	825
Other resources expended		620	620
Total for 2023		1,445	1,445
Total for 2022		744	744

6 Analysis of governance and support costs

Governance costs

	Unrestricted funds General £	Total funds £
Independent examiner fees		
Examination of the financial statements	2,820	2,820
Accountancy and bookkeeping fees	4,327	4,327
Total for 2023	7,147	7,147
Total for 2022	5,468	5,468

7 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses from the charity during the year.

8 Staff costs

In the current year, the charity had 5 employees (2022 - 4).

The total wages and consultancy fees paid during the year were £220,216 (2022 - £182,744)

The total employee remuneration and benefits of the key personnel of the charity were £47,692 (2022 - £47,487)

The emoluments of one member of staff, including benefits in kind, are within the range of £60,000 to £69,999 (2022 - None in the range £60,000 to £69,999).

9 Independent examiner's remuneration

	2023 £	2022 £
Examination of the financial statements	2,820	2,520

10 Taxation

The charity is a registered charity and is therefore exempt from taxation.

11 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 April 2022	14,975	14,975
Additions	7,933	7,933
At 31 March 2023	22,908	22,908
Depreciation		
At 1 April 2022	10,218	10,218
Charge for the year	3,264	3,264
At 31 March 2023	13,482	13,482
Net book value		
At 31 March 2023	9,426	9,426
At 31 March 2022	4,757	4,757

12 Debtors

	2023 £	2022 £
Prepayments and accrued income	4,127	-
Other debtors	7,225	7,225
	11,352	7,225

13 Cash and cash equivalents

	2023 £	2022 £
Cash at bank	85,329	17,074

14 Creditors: amounts falling due within one year

	2023	2022
	£	£
Bank loans	5,991	5,843
Other taxation and social security	1,281	1,735
Other creditors	8,222	4,276
Accruals	4,416	7,010
	19,910	18,864

	2023
	£
Resources deferred in the period	(40,000)

Deferred income relates to restricted income received in advance from Lloyds Bank Foundation. This funding is for influencing improvements and reducing racial disparity in prisons (policy and advocacy work) for the year 2023-2024.

15 Creditors: amounts falling due after one year

	2023	2022
	£	£
Bank loans	16,187	22,178
Deferred income	40,000	-
	56,187	22,178

16 Funds

	Balance at 1 April 2022	Incoming resources	Resources expended	Balance at 31 March 2023
	£	£	£	£
Unrestricted				
General				
General Funds	(11,986)	223,589	(164,741)	46,862

Notes to the Financial Statements for the Year Ended 31 March 2023

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Balance at 31 March 2023 £
Restricted				
Policy and Advocacy Work; The Equality Advocates Project and The Returning Citizens Project				
	-	142,753	(159,605)	(16,852)
Total funds	(11,986)	366,342	(324,346)	30,010

Notes to the Financial Statements for the Year Ended 31 March 2023

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2022 £
Unrestricted					
General					
General Funds	50,901	82,511	(28,822)	(116,576)	(11,986)
Restricted					
Advocacy for Justice Programme, A Record of Our Own Project, Equality Advocates Project and Prison Leavers Support Project	-	103,396	(219,972)	116,576	-
Total funds	50,901	185,907	(248,794)	-	(11,986)

Zahid Mubarek Trust Limited

Detailed Statement of Financial Activities for the Year Ended 31 March 2023

	Total 2023 £	Total 2022 £
Grants, donations and legacies		
Government grants	75,607	-
Government grants	-	16,817
Grants from charitable trusts and foundations - Restricted	67,146	103,396
Grants from charitable trusts and foundations - Unrestricted	223,589	65,694
	366,342	185,907
Charitable activities		
Staff and consultants' costs	(91,343)	(182,744)
Staff and consultants' costs	(128,873)	-
Delivery and research costs	(68,262)	(37,228)
Office, communication, IT	(22,676)	(19,519)
Insurance	(851)	(1,012)
Memberships & subscriptions	(375)	(105)
Charitable donations	-	(266)
Website costs	-	(750)
Depreciation	(3,264)	(810)
Bank charges	(110)	(148)
Independent examiner's fees	(2,820)	(2,520)
Accountancy and bookkeeping fees	(4,327)	(2,948)
	(322,901)	(248,050)
Other expenditure		
Advertising	(825)	-
Loan interest	(620)	(744)
	(1,445)	(744)

Company registration number: 06652052
Charity registration number: 1127834

Zahid Mubarek Trust Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2023

Zahid Mubarek Trust Limited

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Zahid Mubarek Trust Limited

Reference and Administrative Details

Chairman	Raymond Bewry
Trustees	Raymond Bewry Daniel Benedict Rubinstein Jabez Wai Yiu Lam Anne Dunn
Senior Management / Leadership Team	Imtiaz Amin, Co-director Khatuna Tsintsadze, Co-director
Charity Registration Number	1127834
Company Registration Number	06652052
Registered Office	Hampstead Town Hall Centre 213 Haverstock Hill London NW3 4QP
Independent Examiner	Zain Saleh FCCA ZAS Accountancy & Tax Ltd Suite 427 Legacy Centre Hampton Road West Feltham Middlesex TW13 6DH
Bankers	HSBC Bank plc 192 Hoe Street Walthamstow London E17 4QN

Zahid Mubarek Trust Limited

Independent Examiner's Report to the trustees of Zahid Mubarek Trust Limited ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of Zahid Mubarek Trust Limited as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Zahid Mubarek Trust Limited

Independent Examiner's Report to the trustees of Zahid Mubarek Trust Limited ('the Company')



.....

Mr Zain Saleh FCCA
ZAS Accountancy & Tax Ltd
Association of Chartered Certified Accountants
Suite 427 Legacy Centre
Hampton Road West
Feltham
Middlesex
TW13 6DH

Date: 19/12/2023

Zahid Mubarek Trust Limited

Statement of Financial Activities for the Year Ended 31 March 2023 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2023 £
Income and Endowments from:				
Grants, donations and legacies	3	223,589	142,753	366,342
Total income		223,589	142,753	366,342
Expenditure on:				
Charitable activities	4	(163,296)	(159,605)	(322,901)
Other expenditure	5	(1,445)	-	(1,445)
Total expenditure		(164,741)	(159,605)	(324,346)
Net income/(expenditure)		58,848	(16,852)	41,996
Net movement in funds		58,848	(16,852)	41,996
Reconciliation of funds				
Total funds brought forward		(11,986)	-	(11,986)
Total funds carried forward	16	46,862	(16,852)	30,010

	Note	Unrestricted £	Restricted £	Total 2022 £
Income and Endowments from:				
Grants, donations and legacies	3	82,511	103,396	185,907
Total income		82,511	103,396	185,907
Expenditure on:				
Charitable activities	4	(28,078)	(219,972)	(248,050)
Other expenditure	5	(744)	-	(744)
Total expenditure		(28,822)	(219,972)	(248,794)
Net income/(expenditure)		53,689	(116,576)	(62,887)
Transfers between funds		(116,576)	116,576	-
Net movement in funds		(62,887)	-	(62,887)
Reconciliation of funds				
Total funds brought forward		50,901	-	50,901
Total funds carried forward	16	(11,986)	-	(11,986)

The notes on pages 8 to 19 form an integral part of these financial statements.

Zahid Mubarek Trust Limited

Statement of Financial Activities for the Year Ended 31 March 2023 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2022 is shown in note 16.

Zahid Mubarek Trust Limited

(Registration number: 06652052)
Balance Sheet as at 31 March 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	11	9,426	4,757
Current assets			
Debtors	12	11,352	7,225
Cash at bank and in hand	13	85,329	17,074
		96,681	24,299
Creditors: Amounts falling due within one year	14	(19,910)	(18,864)
Net current assets		76,771	5,435
Total assets less current liabilities		86,197	10,192
Creditors: Amounts falling due after more than one year	15	(56,187)	(22,178)
Net assets/(liabilities)		30,010	(11,986)
Funds of the charity:			
Restricted income funds			
Restricted funds		(16,852)	-
Unrestricted income funds			
Unrestricted funds		46,862	(11,986)
Total funds	16	30,010	(11,986)

For the financial year ending 31 March 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

Zahid Mubarek Trust Limited

(Registration number: 06652052)
Balance Sheet as at 31 March 2023

The financial statements on pages 4 to 19 were approved by the trustees, and authorised for issue on 10/12/23 and signed on their behalf by:

D. B. Rubinstein
.....
Daniel Benedict Rubinstein
Trustee

The notes on pages 8 to 19 form an integral part of these financial statements.

1 Charity status

The charity is limited by guarantee, incorporated in , and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:
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2 Accounting policies

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Expenditure
All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

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HMPPS	-	63,396	63,396
Lloyds Bank Foundation	-	40,000	40,000
The Joseph Rowntree Charitable Trust	40,000	-	40,000
Other grants, donations, services and revenues	17,511	-	17,511
	82,511	103,396	185,907

4 Expenditure on charitable activities

	Note	Unrestricted funds General £	Restricted funds £	Total funds £
Core costs and project expenses				
Staff and consultants' costs		128,873	91,343	220,216
Delivery and research costs		-	68,262	68,262
Office, communication, IT		22,676	-	22,676
Insurance		851	-	851
Memberships and subscriptions		375	-	375
Bank charges		110	-	110
Depreciation, amortisation and other similar costs		3,264	-	3,264
Governance costs	6	7,147	-	7,147
Total for 2023		163,296	159,605	322,901
Total for 2022		28,078	219,972	248,050

In addition to the expenditure analysed above, there are also governance costs of £7,147 (2022 - £5,468) which relate directly to charitable activities. See note 6 for further details.

5 Other expenditure

	Note	Unrestricted funds General £	Total funds £
Marketing and publicity		825	825
Other resources expended		620	620
Total for 2023		1,445	1,445
Total for 2022		744	744

6 Analysis of governance and support costs

Governance costs

	Unrestricted funds General £	Total funds £
Independent examiner fees		
Examination of the financial statements	2,820	2,820
Accountancy and bookkeeping fees	4,327	4,327
Total for 2023	7,147	7,147
Total for 2022	5,468	5,468

7 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses from the charity during the year.

8 Staff costs

In the current year, the charity had 5 employees (2022 - 4).

The total wages and consultancy fees paid during the year were £220,216 (2022 - £182,744)

The total employee remuneration and benefits of the key personnel of the charity were £47,692 (2022 - £47,487)

The emoluments of one member of staff, including benefits in kind, are within the range of £60,000 to £69,999 (2022 - None in the range £60,000 to £69,999).

9 Independent examiner's remuneration

	2023 £	2022 £
Examination of the financial statements	2,820	2,520

10 Taxation

The charity is a registered charity and is therefore exempt from taxation.

11 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 April 2022	14,975	14,975
Additions	7,933	7,933
At 31 March 2023	22,908	22,908
Depreciation		
At 1 April 2022	10,218	10,218
Charge for the year	3,264	3,264
At 31 March 2023	13,482	13,482
Net book value		
At 31 March 2023	9,426	9,426
At 31 March 2022	4,757	4,757

12 Debtors

	2023 £	2022 £
Prepayments and accrued income	4,127	-
Other debtors	7,225	7,225
	11,352	7,225

13 Cash and cash equivalents

	2023 £	2022 £
Cash at bank	85,329	17,074

14 Creditors: amounts falling due within one year

	2023	2022
	£	£
Bank loans	5,991	5,843
Other taxation and social security	1,281	1,735
Other creditors	8,222	4,276
Accruals	4,416	7,010
	19,910	18,864

	2023
	£
Resources deferred in the period	(40,000)

Deferred income relates to restricted income received in advance from Lloyds Bank Foundation. This funding is for influencing improvements and reducing racial disparity in prisons (policy and advocacy work) for the year 2023-2024.

15 Creditors: amounts falling due after one year

	2023	2022
	£	£
Bank loans	16,187	22,178
Deferred income	40,000	-
	56,187	22,178

16 Funds

	Balance at 1 April 2022	Incoming resources	Resources expended	Balance at 31 March 2023
	£	£	£	£
Unrestricted				
General				
General Funds	(11,986)	223,589	(164,741)	46,862

Notes to the Financial Statements for the Year Ended 31 March 2023

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Balance at 31 March 2023 £
Restricted				
Policy and Advocacy Work; The Equality Advocates Project and The Returning Citizens Project				
	-	142,753	(159,605)	(16,852)
Total funds	(11,986)	366,342	(324,346)	30,010

Notes to the Financial Statements for the Year Ended 31 March 2023

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2022 £
Unrestricted					
General					
General Funds	50,901	82,511	(28,822)	(116,576)	(11,986)
Restricted					
Advocacy for Justice Programme, A Record of Our Own Project, Equality Advocates Project and Prison Leavers Support Project	-	103,396	(219,972)	116,576	-
Total funds	50,901	185,907	(248,794)	-	(11,986)

Zahid Mubarek Trust Limited

Detailed Statement of Financial Activities for the Year Ended 31 March 2023

	Total 2023 £	Total 2022 £
Grants, donations and legacies		
Government grants	75,607	-
Government grants	-	16,817
Grants from charitable trusts and foundations - Restricted	67,146	103,396
Grants from charitable trusts and foundations - Unrestricted	223,589	65,694
	366,342	185,907
Charitable activities		
Staff and consultants' costs	(91,343)	(182,744)
Staff and consultants' costs	(128,873)	-
Delivery and research costs	(68,262)	(37,228)
Office, communication, IT	(22,676)	(19,519)
Insurance	(851)	(1,012)
Memberships & subscriptions	(375)	(105)
Charitable donations	-	(266)
Website costs	-	(750)
Depreciation	(3,264)	(810)
Bank charges	(110)	(148)
Independent examiner's fees	(2,820)	(2,520)
Accountancy and bookkeeping fees	(4,327)	(2,948)
	(322,901)	(248,050)
Other expenditure		
Advertising	(825)	-
Loan interest	(620)	(744)
	(1,445)	(744)

ZAHID MUBAREK TRUST LTD

England & Wales - Charity number 1127834

Accounts

Company registration number: 06652052
Charity registration number: 1127834

Zahid Mubarek Trust Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2022

Zahid Mubarek Trust Limited

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Zahid Mubarek Trust Limited

Reference and Administrative Details

Chairman	Raymond Bewry
Trustees	Raymond Bewry Ruth Hamann Daniel Benedict Rubinstein Jabez Wai Yiu Lam Ms Anne Dunn
Senior Management / Leadership Team	Imtiaz Amin, Co-director Ms Khatuna Tsintsadze, Co-director
Charity Registration Number	1127834
Company Registration Number	06652052
Registered Office	Hampstead Town Hall Centre 213 Haverstock Hill London NW3 4QP
Independent Examiner	Zain Saleh FCCA ZAS Consulting Ltd Suite 427 Legacy Centre Hampton Road West Feltham Middlesex TW13 6DH
Bankers	HSBC Bank plc 192 Hoe Street Walthamstow London E17 4QN

Zahid Mubarek Trust Limited

Independent Examiner's Report to the trustees of Zahid Mubarek Trust Limited ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2022.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

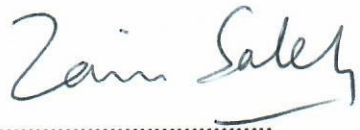
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of Zahid Mubarek Trust Limited as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Zahid Mubarek Trust Limited

Independent Examiner's Report to the trustees of Zahid Mubarek Trust Limited ('the Company')



.....

Mr Zain Saleh FCCA
ZAS Consulting Ltd
Association of Chartered Certified Accountants
Suite 427 Legacy Centre
Hampton Road West
Feltham
Middlesex
TW13 6DH

Date: 29/12/2022

Zahid Mubarek Trust Limited

Statement of Financial Activities for the Year Ended 31 March 2022 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2022 £
Income and Endowments from:				
Grants, donations and legacies	3	82,511	103,396	185,907
Total income		82,511	103,396	185,907
Expenditure on:				
Charitable activities	4	(28,078)	(219,972)	(248,050)
Other expenditure	5	(744)	-	(744)
Total expenditure		(28,822)	(219,972)	(248,794)
Net income/(expenditure)		53,689	(116,576)	(62,887)
Transfers between funds		(116,576)	116,576	-
Net movement in funds		(62,887)	-	(62,887)
Reconciliation of funds				
Total funds brought forward		50,901	-	50,901
Total funds carried forward	16	(11,986)	-	(11,986)

	Note	Unrestricted £	Restricted £	Total 2021 £
Income and Endowments from:				
Grants, donations and legacies	3	102,453	155,323	257,776
Total income		102,453	155,323	257,776
Expenditure on:				
Charitable activities	4	(42,032)	(173,094)	(215,126)
Other expenditure	5	(379)	-	(379)
Total expenditure		(42,411)	(173,094)	(215,505)
Net income/(expenditure)		60,042	(17,771)	42,271
Transfers between funds		(17,771)	17,771	-
Net movement in funds		42,271	-	42,271
Reconciliation of funds				
Total funds brought forward		8,630	-	8,630

The notes on pages 8 to 19 form an integral part of these financial statements.

Zahid Mubarek Trust Limited

Statement of Financial Activities for the Year Ended 31 March 2022 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2021 £
Total funds carried forward	16	50,901	-	50,901

All of the charity's activities derive from continuing operations during the above two periods.
The funds breakdown for 2021 is shown in note 16.

The notes on pages 8 to 19 form an integral part of these financial statements.

Zahid Mubarek Trust Limited

(Registration number: 06652052)
Balance Sheet as at 31 March 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	11	4,757	1,414
Current assets			
Debtors	12	7,225	3,726
Cash at bank and in hand	13	17,074	96,564
		24,299	100,290
Creditors: Amounts falling due within one year	14	(18,864)	(23,320)
Net current assets		5,435	76,970
Total assets less current liabilities		10,192	78,384
Creditors: Amounts falling due after more than one year	15	(22,178)	(27,483)
Net (liabilities)/assets		(11,986)	50,901
Funds of the charity:			
Unrestricted income funds			
Unrestricted funds		(11,986)	50,901
Total funds	16	(11,986)	50,901

For the financial year ending 31 March 2022 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

Zahid Mubarek Trust Limited

(Registration number: 06652052)
Balance Sheet as at 31 March 2022

The financial statements on pages 4 to 19 were approved by the trustees, and authorised for issue on ...21/12/22... and signed on their behalf by:

.....
Daniel Benedict Rubinstein
Trustee

The notes on pages 8 to 19 form an integral part of these financial statements.

1 Charity status

The charity is limited by guarantee, incorporated in , and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:
Hampstead Town Hall Centre
213 Haverstock Hill
London
NW3 4QP

2 Accounting policies

Summary of significant accounting policies and key accounting estimates
The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance
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 in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation
Zahid Mubarek Trust Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The presentational currency of the financial statements is Pound Sterling (£).

Going concern
The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Exemption from preparing a cash flow statement
The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Income and endowments
All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Expenditure
All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs
These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Government grants
Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

Taxation
The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets
Individual fixed assets costing £100.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation
Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Fixtures and fittings	25% on cost
Computer equipment	33.33% on cost

Research and development
Research and development expenditure is written off as incurred.

Trade debtors
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.
Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

With the exception of some hedging instruments, other debt instruments not meeting these conditions are measured at fair value through profit or loss.

Commitments to make and receive loans which meet the conditions mentioned above are measured at cost (which may be nil) less impairment.

3 Income from grants, donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2022 £
Grants, including charitable donations;			
Government grants	16,817	-	16,817
Grants from charitable trusts and foundations	65,694	103,396	169,090
	82,511	103,396	185,907

	Unrestricted funds General £	Restricted funds £	Total 2021 £
Grants, including charitable donations;			
Government grants	32,033	-	32,033
Grants from charitable trusts and foundations	70,420	155,323	225,743
	102,453	155,323	257,776

	Unrestricted funds General £	Restricted funds £	Total 2022 £
The Joseph Rowntree Charitable Trust	40,000	-	40,000
HMPPS	-	63,396	63,396
Lloyds Bank Foundation	-	40,000	40,000
AB Charitable Trust	25,000	-	25,000
Other grants, donations, services and revenues	17,132	-	17,132
	82,132	103,396	185,528

	Unrestricted funds General £	Restricted funds £	Total 2021 £
The Joseph Rowntree Charitable Trust	40,000	28,000	68,000
Lloyds Bank Foundation	-	40,000	40,000
The London Community Foundation	-	30,130	30,130
The Tudor Trust	27,000	2,000	29,000
HMPPS	-	23,357	23,357
The National Lottery Community Fund: Coronavirus Community Support Fund	-	20,000	20,000
AB Charitable Trust	10,000	-	10,000
The Evan Cornish Foundation	-	7,000	7,000
Other grants, donations, services and revenues	25,453	4,836	30,289
	102,453	155,323	257,776

4 Expenditure on charitable activities

	Note	Unrestricted funds General £	Restricted funds £	Total funds £
Core costs and project expenses				
Staff and consultants' costs		-	182,744	182,744
Delivery and research costs		-	37,228	37,228
Office and communication		19,519	-	19,519
Insurance		1,012	-	1,012
Memberships and subscriptions		105	-	105
Charitable donations		266	-	266
Website costs		750	-	750
Bank charges		148	-	148
Depreciation, amortisation and other similar costs		810	-	810
Governance costs	6	5,468	-	5,468
Total for 2022		28,078	219,972	248,050
Total for 2021		42,032	173,094	215,126

In addition to the expenditure analysed above, there are also governance costs of £5,468 (2021 - £5,174) which relate directly to charitable activities. See note 6 for further details.

5 Other expenditure

	Note	Unrestricted funds General £	Total funds £
Other resources expended		744	744
Total for 2022		744	744
Total for 2021		379	379

6 Analysis of governance and support costs

Governance costs

	Unrestricted funds General £	Total funds £
Independent examiner fees		
Examination of the financial statements	2,520	2,520
Accountancy and bookkeeping fees	2,948	2,948
Total for 2022	5,468	5,468
Total for 2021	5,174	5,174

7 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses from the charity during the year.

8 Staff costs

No employee received emoluments of more than £60,000 during the year.

In the current year, the charity had 4 employees (2021 - 3). In addition, the charity had 1 member of staff working under a consultancy contract (2021 - 1).

The total wages and consultancy fees paid during the year were £182,744 (2021 - £142,653)

The total employee remuneration and benefits of the key personnel of the charity were £47,487 (2021 - £46,427)

9 Independent examiner's remuneration

	2022 £	2021 £
Examination of the financial statements	2,520	2,400

10 Taxation

The charity is a registered charity and is therefore exempt from taxation.

11 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 April 2021	10,822	10,822
Additions	4,153	4,153
At 31 March 2022	14,975	14,975
Depreciation		
At 1 April 2021	9,408	9,408
Charge for the year	810	810
At 31 March 2022	10,218	10,218
Net book value		
At 31 March 2022	4,757	4,757
At 31 March 2021	1,414	1,414

12 Debtors

	2022 £	2021 £
Prepayments and accrued income	-	2,500
Other debtors	7,225	1,226
	7,225	3,726

13 Cash and cash equivalents

	2022 £	2021 £
Cash at bank	17,074	96,564

14 Creditors: amounts falling due within one year

	2022 £	2021 £
Bank loans	5,843	2,867
Trade creditors	-	3,210
Other taxation and social security	1,735	3,680
Other creditors	4,276	167
Accruals	7,010	13,396
	18,864	23,320

15 Creditors: amounts falling due after one year

	2022 £	2021 £
Bank loans	22,178	27,483

16 Funds

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2022 £
Unrestricted					
General					
General Funds	50,901	82,511	(28,822)	(116,576)	(11,986)
Restricted					
Advocacy for Justice Programme, A Record of Our Own Project, Equality Advocates Project and Prison Leavers Support Project	-	103,396	(219,972)	116,576	-
Total funds	50,901	185,907	(248,794)	-	(11,986)

	Balance at 1 April 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2021 £
Unrestricted					
General					
General Funds	8,630	102,453	(42,411)	(17,771)	50,901
Restricted					
Advocacy for Justice Programme, A Record of Our Own Project, Equality Advocates Project and Prison Leavers Support Project	-	155,323	(173,094)	17,771	-
Total funds	8,630	257,776	(215,505)	-	50,901

Zahid Mubarek Trust Limited

Detailed Statement of Financial Activities for the Year Ended 31 March 2022

	Total 2022 £	Total 2021 £
Grants, donations and legacies		
Government grants	16,817	32,033
Grants from charitable trusts and foundations - Restricted	103,396	155,323
Grants from charitable trusts and foundations - Unrestricted	65,694	70,420
	185,907	257,776
Charitable activities		
Staff and consultants' costs	(182,744)	(142,653)
Delivery and research costs	(37,228)	(30,441)
Office and communication	(19,519)	(25,921)
Insurance	(1,012)	(1,230)
Memberships & subscriptions	(105)	(167)
Charitable donations	(266)	(54)
Events	-	(2,400)
Website costs	(750)	(6,799)
Depreciation	(810)	(200)
Bank charges	(148)	(87)
Independent examiner's fees	(2,520)	(2,400)
Accountancy and bookkeeping fees	(2,948)	(2,774)
	(248,050)	(215,126)
Other expenditure		
Loan interest	(744)	(379)
	(744)	(379)

ZAHID MUBAREK TRUST LTD

England & Wales - Charity number 1127834

Accounts

Company number: 06652052
Charity number: 1127834

ZAHID MUBAREK TRUST

Trustees' Annual Report for the Year Ended 31 March 2021

Chair's Introduction

For Zahid Mubarek Trust, 2020 will be marked by the devastation experienced worldwide during the pandemic. We will also remember the reaction triggered by George Floyd's murder which led to the most profound societal reckoning with racism.

In the Middle of Difficulty Lies Opportunity.

2020 also presented us with opportunities that the Trust grasped to pilot new ways of working.

As the pandemic spread, thousands of prisoners were confined under national lockdown restrictions. The Trust joined a coalition of voices calling on the government to release prisoners in response to Covid-19, not just as a matter of humane justice but also for public health reasons. In addition, ZMT, thanks to its expertise in matters of race equality, creates opportunities to learn about and share the international experience of keeping prisoners safe whilst continuing with external monitoring of places of detention.

We're fighting for fair and equal treatment of ethnic minority prisoners, whose rights, already under assault, have been decimated during the prison service's response to COVID-19 at least in the first six months of the pandemic. When it became apparent that Covid-19 disproportionately affected people from ethnic minorities and that there was very little information about the number of ethnic minority prisoners, ZMT took the first step to galvanise a group of BAME-led charities to voice concerns. Beyond developing these initiatives, ZMT scored a significant victory in voicing the concerns of ethnic minority prisoners and their families during the lockdown.

ZMT's advocacy work uses the evidence collated through scrutiny and support initiatives to address the harms of systemic failures, while the External Scrutiny and Support Project is expanding its efforts to improve the treatment and outcomes of ethnic minority prisoners.

The challenges presented by the pandemic were a reminder of how much the Trust's work matters to ensure fair treatment of ALL prisoners, and we are poised to continue making a difference, however small that might be.

Next year, the External Scrutiny and Support project will be extended to more prisons across England and Wales, providing independent community-led scrutiny and specialist support toward improving their actions to promote equality.

Last year marked the 20th anniversary of Zahid's murder, but many of the activities planned with the family and stakeholders were cancelled due to Covid-19 restrictions. However, we chose to mark that anniversary by giving back to those still affected by racism and discrimination. To achieve this, the Trust will sponsor one prison each year to prepare Ramadan packs for every Muslim inmate in the chosen prison. We want to support others in finding hope, practising kindness and believing in humanity as a counter to the attitudes and actions that resulted in the loss to Zahid's family.

As we study our history to ensure that the lessons are not forgotten, we will continue to approach the coming challenges with optimism and remain persistent in our commitment to securing justice for all.

Uncertain times lie ahead, but I take pride in our work during a year of great challenge and seismic change. I am grateful to our dedicated staff members, whose commitment to racial justice and human dignity did not waver under immense stress. I'm sure we all agree that Khatuna deserves a special mention for having taken over the reins while the co-director was on furlough. Finally, I want to thank our Patrons, Funders and Supporters who have unhesitatingly stood with us through these testing times. Your generous and committed partnership fuels our fight for justice.

Raymond Bewry

Chair

December 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Zahid Mubarek Trust (ZMT) is a charity and company limited by guarantee. Established as a company limited by guarantee in July 2008, it became an independent charity in February 2009. The organisation was established under a Memorandum of Association, which sets out its objects and powers and is governed by Articles of Association.

Organisational Structure

Trustees and Advisors:

Under the patronage of Lord David Ramsbotham and Nick Hardwick CBE, the ZMT is governed by a board of five Trustees, all equipped with extensive understanding and experience of social and criminal justice issues, providing informed focus in decision making.
The Chairperson is elected by the Board of Trustees, which meets four times a year (quarterly). Meetings take place with no less than a minimum of three committee members to form a quorum in compliance with the Trust's governing document.
All Trustees and members of the Advisory Group give their time voluntarily and receive no benefits from the charity.

Recruitment and Induction:

We seek to recruit new Trustees through open competition and recommendations by our management board and advisors. In addition, we undertake an annual skills audit to identify gaps within the management and advisory groups. It enables new members to be co-opted to help in certain areas whilst we pursue opportunities to recruit new members.
The Board appoints Trustees for a fixed term of three years, and under the Articles of Association, can be re-appointed a further two times on agreement. The Trustees are expected to have experience or an interest in criminal justice, social justice and human rights issues.
Induction training is provided for new Trustees, and they also receive advice and guidance on their roles and responsibilities following guidelines set by the Charity Commission for England and Wales. In addition, new Trustees are provided with a copy of the ZMT's Management Handbook, which includes a range of key documents. Trustees also take part in an induction programme designed to ensure that they fully understand their roles and responsibilities and the objectives, activities, and ethos of the charity.

Personnel:

The overall management and development of the ZMT are delegated to its Co-directors, who are accountable to the Board of Trustees and carry out day-to-day operational supervision of all projects, project staff and volunteers.
As a small organisation, the ZMT depends on the commitment of many fantastic individuals who give their time free and support the organisation in various ways. The ZMT has formed professional links with universities and law firms but welcomes volunteers from a wide range of skills and backgrounds. During the reporting period, sixteen people volunteered with the Trust.

Risks and Mitigation

The Board of Trustees has ultimate responsibility for managing risk, with the day-to-day management of risk delegated to the executive management team. The Board regularly assesses significant financial, operational and context risks to which the organisation is exposed and ensures that adequate systems are in place to manage these risks. Together with a senior staff member, the Board is responsible for implementing and ensuring compliance with a regularly updated risk management strategy to ensure appropriate action is taken where circumstances fall outside acceptable risk levels. Reporting procedures are established to monitor income and expenditure and implement the reserves policy at quarterly meetings of the Board of Trustees.

As part of its policies and procedures, which are kept under regular review, the ZMT operates a rigorous conflict of interest policy covering both Trustees and staff. The Chair of the Trustees manages both senior members of the team who are related to each other and both of them report directly to the Board to avoid any potential conflict of interest.

Good insurance policies and appropriate cover for general office and professional indemnity insurance are in place, and arrangements are reported to the Board of Trustees.

Reserves Policy

The Board has reviewed the charity's requirements in light of the main risks to the organisation. As a result, it has established a policy whereby the charity should hold sufficient unrestricted funds required for three months of average expenditure, which amounts to approximately £45,000, and the Trustees plan to continue to grow its reserves to meet this target.

At year-end, the charity held reserves for a total of £30,000. We aim to build up our resources to ensure that adequate funds are held to run the charity for a period of at least six months.

Remuneration policy

The ZMT aims to pay salaries and fees which are fair and competitive across the charity sector and proportionate to the complexity of each role. The ZMT ensures all staff are paid above the living wage defined by the Living Wage Foundation. In determining the ZMT's remuneration policy, the Board of Trustees takes into account all factors which are deemed necessary. The policy's objective is to ensure that all senior staff are provided with appropriate incentives to encourage enhanced performance and are fairly and responsibly rewarded for their contributions to the charity's success.

Financial Review

In 2020/2021, the Trust received funding from its long-standing and new supporters. The ZMT is indebted to the generosity of these charitable trusts and foundations for supporting its vital advocacy and policy work: The Joseph Rowntree Charitable Trust, The Tudor Trust, Lloyds Bank Foundation, The AB Charitable Trust, The Evan Cornish Foundation and others.

In 2020/2021, the ZMT also received funding to support its existing and new projects supporting those affected by the COVID-19 crisis. The Trust is grateful to The London Community Foundation, The National Lottery Community Fund and Clinks for supporting these initiatives.

During this financial year, the ZMT received funding from HMPPS for its new Prisoner Equality Advocates Project 2020 – 2022. The funding is explicitly designated for this Project and has no bearing on other stands of the Trust’s work.

The ZMT's most extensive flagship programme, External Scrutiny and Advisory Project, remains financially independent from HMPPS and government funding.

The figures for the year ending 31 March 2021 are set out in the financial statements. The total incoming resources for the year were £257,776 Expenditure for the year was £215,505.

Objectives and Activities

General overview of objective and activities

Zahid Mubarek Trust (ZMT) is committed to reducing racial disparity across the prison system by improving the treatment of and outcomes for prisoners from minority ethnic backgrounds. The ZMT believes that a humane, fair and effective justice system produces better results in reducing reoffending and improving the social mobility of people with lived experience of the criminal justice system.

The ZMT is committed to retaining its independence, specialised expertise and credibility among stakeholders whilst honouring the legacy of Zahid Mubarek. The Trust's niche work aims to promote a just and humane prison system that upholds international standards of penitentiary practice.

Our strategic objectives for 2020/21 were:

- To increase transparency and accountability in reducing racial disparity in the prison system.
- To deliver sustainable, efficient and culturally informed support services for ethnic minority prisoners and prison leavers, particularly young people.
- To promote and contribute to the informed, empathetic and solution-oriented debate on racial disparity in the prison system and its consequences to the broader criminal justice system and society.

The organisation was born following a long and arduous family campaign to seek justice after his racist cellmate killed 19-year-old Zahid Mubarek on the morning he was scheduled to be released from Feltham Young Offenders Institution in 2000.

Since successfully securing a Public Inquiry, which unearthed gross systemic failures as factors in Zahid's death, the Mubarek family has committed itself to ensure that the recommendations from the inquiry report are implemented and prisoners are given the opportunities that were denied Zahid.

The charity was registered in February 2009 for the benefit of the public in ensuring equality and fairness within the prison system and improving safety and care for prisoners by:

- Providing a voice and support for those affected by unfair and inhumane treatment negatively impacts their rehabilitation and resettlement outcomes.
- Advocating for policy reforms across the criminal justice system, particularly in the prison system, based on international human rights standards.
- Developing and delivering targeted support to prisoners that improves rehabilitation outcomes and reintegration into society.
- Campaigning for greater accountability and transparency in the prison system to allow informed public debate about the state and effectiveness of the system.
- Contributing to building a better and safer society that provides returning citizens with vital support and helps them rebuild relationships and achieve a sense of belonging.

The Trustees comply with Section 4 of the Charities Act 2006 regarding guidance on public benefit as published by the Charity Commission. The paragraphs below demonstrate the public benefit arising from Charity's activities.

The Trust conducts an annual review of its aims, objectives and activities to ensure that the charity's remit and vision remain focused. The trustees refer to the guidance contained in the Charity Commission's guidance on public benefit when reviewing the Trust's aims, objectives and activities and their relevance to current and future priorities.

Activities during the reporting period:

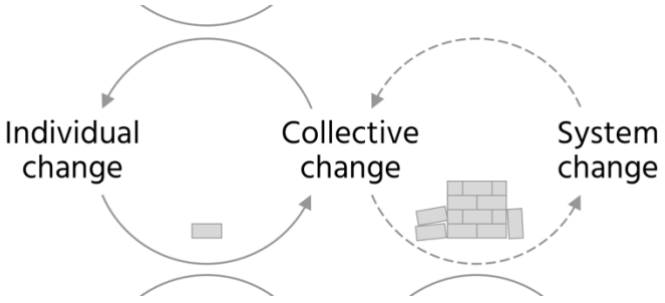
This report provides an overview of the ZMT's work during the reporting period from April 2020 to March 2021. It also includes information on how the Trust fulfils its public benefits and achieves progress towards its strategic objectives. In addition, the report looks at what the Trust has completed and the outcomes of its activities. We celebrate success as much as we acknowledge and learn from failures.

Due to the Covid-19 pandemic, our grassroots work in prisons was ceased during most of the reporting period. However, despite the challenges posed by the pandemic during the year, we continued to focus on strengthening management and governance structures, embedding accountability and a culture of learning among personnel whilst introducing innovation and building the capacity of projects.

We have also strengthened the ZMT's social media, public profile and vision to further reflect our shape as a resilient, determined and uncompromised organisation. Whilst we remain committed to our values and principles, we will strengthen the charity by increasing its capacity, influence and impact.

This was the year of reflection, learning and growth, shaped by our core values and principles and guided by our strategic framework 2020-2025. Building a legacy for Zahid's life remains a primary objective for the Trust, enabling us to apply learning from the past to shape the future. Whilst building on our history, we are committed to innovating new approaches to emerging challenges and opportunities.

Our three strategic objectives revolve around our understanding of change encompassing the individual, collective and systemic change underpinned by commitment and accountability.



Our understanding is informed and anchored in our personnel's professional experience and personal commitment to reducing racial disparity in the prison system.

We continue to find the balance between our independence and influence by developing the right relationships with government, officials, decision-makers, and partners. Collaborative work with other charities and organisations at policy and grassroots levels keep us engaged and informed about development in the sector. We believe that such an approach sets an effective framework for the coming years to enable the Trust to deliver its ambitious Strategic Plan 2020-2025.

External Scrutiny and Support Project (ESSP)

Our flagship External Scrutiny and Support Project was severely affected by COVID-19 restrictions. Firstly, equalities work in prisons was halted due to the pandemic, which impacted the delivery of Projects in prison establishments. Secondly, COVID-19 restrictions in prisons gradually lifted across the estate, which meant that the Project was not fully operational across all establishments. However, the Trust made effective use of this period to re-design and re-develop the Project model. This would enable the Trust to carry out some project activities remotely or with the minimum level of physical presence in prisons. For example, the Trust still managed to join virtual equalities meetings and conduct remote scrutiny when the work restarted in prisons. In March, the ZMT undertook an internal evaluation of the effectiveness of these new small working methods, and it was concluded that it would be beneficial to retain some of these measures for the effectiveness of the project.

The Project operates in different establishments across the country to diversify our experience and expertise on the issues affecting other groups of prisoners and prison leavers. This also helps us identify specific challenges and problems facing particular sections of the prison population, e.g., young adults, older, etc.

The scrutiny model developed by the ZMT oversees the operational compliance of individual establishments against the national equality policy and offers bespoke support in improving the treatment of and outcomes for black, Asian and minority ethnic prisoners.

Our model represents best practices in transparency, accountability and commitment to the race equality agenda in prisons. It reflects the lessons learnt from over a 20-year experience of advocating for racial justice and equality in the prison system. The project's success is measured by the impact on local and national levels, and we are proud to retain financial independence from prisons, HMPPS and any government funding for the External Scrutiny and Support Project.

ADVOCACY WORK

Soon after the national lockdown, it became evident that people from Black, Asian and minority ethnic backgrounds were more severely affected by Covid-19 than the non-ethnic population. Although the pandemic doesn't discriminate along racial, ethnic or social-cultural lines, existing structural and racial disparities and inequalities have led to some communities being affected more than others, as confirmed by Public Health England. The emerging findings illustrated stark racial disparity on Covid-19 related death and positive cases in the communities.

As the pandemic spread in the early months of 2020, the ZMT joined with other charities in calling on MoJ / HMPPS to immediately release more prisoners, prioritising those with vulnerabilities. Our efforts reflected our ongoing commitment to ending the criminalisation of and harm to ethnic minority communities.

During COVID-19, our advocacy work took new forms of working on long-standing issues and with other like-minded charities. In addition to our regular work, the advocacy work included three unique dimensions of ensuring transparency and accountability during Covid-19 across the system.

1. Shared Response to Shared Challenges: working with BAME-led charities
2. Learning from the Covid-19 in prisons: impact on ethnic minority prisoners and families
3. Learning from international experience of monitoring detention places during the pandemic

We have made significant progress in all three dimensions during the last twelve months, resulting in many tangible outcomes.

Shared Response to Shared Challenges: working with BAME-led charities

Despite these challenges and the greater need for even more transparency and accountability in the prison system, there was no other organisation looking at the treatment of and outcomes for Black, Asian and minority ethnic prisoners. The ZMT mobilised to highlight the needs and challenges of ethnic minority prisoners and their families. Urgent actions are needed from the voluntary sector, and we have successfully filled this gap by forming a small group of specialist organisations for collaborative work to address emerging new challenges in the prison system.

We identified that the Ministry of Justice / HMPPS did not include ethnicity in its breakdown of: deaths in custody and those who tested positive in prisons. However, over a quarter (27%) of the prison population are from a minority ethnic group.

Underlying health conditions prevalent among this group make them more susceptible to Covid-19 in prisons, which have been a flashpoint in the battle against the virus worldwide. This lack of information has caused additional anxiety and stress among the families of minority ethnic prisoners and organisations working on racial equality in the CJS. This also meant that the prison service would miss out on learning lessons from their response to the pandemic if they failed to record the ethnicity of those affected and analyse any disproportionality in outcomes.

The work in this area includes:

- Khatuna Tsintsadze is one of two members of the RR3 with expertise and experience in providing specific support to Black, Asian and minority ethnic people in contact with the criminal justice system. The Reducing Reoffending Third Sector Advisory Group's (RR3), coordinated by Clinks, aims at building a solid and effective partnership between voluntary organisations working in the criminal justice system and the MoJ. In June, Khatuna coordinated joint input from ten BAME-led charities into MoJ/HMPPS Recovery Planning Process. The letter, Collective voice of the BAME-led Charity Sector, outlined some key concerns of the BAME-led sector working in prisons (you can access the copy here BAME-led Sector Letter).

- Following this joint letter, Jo Farrar (CEO of HMPPS) responded to the RR3 and invited the sector to the roundtable discussion. (you can access Jo Farrar's response here, Jo Farrar re Race and Ethnicity - A critical moment).
  We, alongside other specialist charities, are grateful to the RR3 for supporting this initiative.

- Race and ethnicity in the CJS Round Table event took place in November 2020. The event was attended by Jo Farrar and other senior members of HMPPS, providing the opportunity to BAME-led charities to raise their concerns directly with the CEO of HMPPS.

Other advocacy work on increasing transparency and accountability includes:

- ZMT submitted evidence on the impact of Covid-19 on BAME prisoners and families to the Parliamentary Committees;

- ZMT coordinated a joint response to the MoJ Scrutiny Bodies Review.

- Sent letters to stakeholders: requesting the publication of the ethnicity breakdown of Covid-19 cases from HMPPS and asking exceptional delivery model on equalities from HMPPS.

Notable achievements:

The ZMT wrote to Phil Copple, Director-General HMPPS, requesting an update on race equality work in prisons. Following the response from Phil Copple, the ZMT mobilised its partner organisations to feedback into the development of the National Equality Framework and Operational Guidance on Equality. During July – November, the ZMT, The Traveller Movement and POPS organised several working discussions with the equality team members at HMPPS. These high-level policy documents will become mandatory policy documents from 2021, and it is pivotal to ensure that specialist charities have the opportunity to contribute to this process.

Next steps: In 2021-2025, the ZMT will continue to monitor the implementation process of the new policy through its grassroots work and provide annual feedback to HMPPS.

- *External Advice and Scrutiny Panel:*
  Khatuna Tsintsadze continued to represent the ZMT on Her Majesty's Prison and Probation Service (HMPPS) External Advice and Scrutiny Panel to implement the Lammy review recommendations. HMPPS has established an EASP to support its implementation of the Lammy Review, to review and discuss policy development on Discrimination Incident Report Forms, Incentives and Earned Privileges and use of force. It is a constructive forum that can examine the detail of operational policy to make changes that can lead to improved outcomes.

- *Ministerial Roundtables:*
  From September 2020, the ZMT has continued to be part of quarterly meetings with Alex Chalk MP, Parliamentary Under-Secretary of State in the Ministry of Justice. Previously these regular meetings were held with Edward Argar MP and Phillip Lee MP. These quarterly meetings aim at listening to the representatives of voluntary organisations working with BAME people in the CJS. Each of these meetings has focused on a different theme, and the participants at each have therefore varied to enable the participation of a wider range of representatives according to specific knowledge and expertise.

- In December, the ZMT met with David Lammy MP to discuss the progress on implementing the recommendations from the review in 2017. Lord Ramsbotham initiated the meeting to update David Lammy about our current work and plans. As a result, some solid plans were agreed upon in 2021, including the closer work with the Labour justice cabinet members.

Learning from the Covid-19 in prisons:
impact on ethnic minority prisoners and families

As the emerging findings in the first few months of the pandemic continued to show stark racial disparity on COVID-19 related cases in the community, we identified that the Ministry of Justice / HMPPS did not include ethnicity breakdown of deaths in custody and those who tested positive in prisons. Over a quarter (27%) of the prison population are from a minority ethnic group. Underlying health conditions prevalent among this group make them more susceptible to Covid-19 in prisons, which have been a flashpoint in the battle against the virus across the world. This lack of information caused additional anxiety and stress among families of minority ethnic prisoners and organisations working on racial equality in the CJS. This also meant that the prison service would miss out on learning lessons from their response to the pandemic if they did not record the ethnicity of those affected and analyse any disproportionality in outcomes.

Notable achievements:

In April, the ZMT formed a small working group of specialists and experts on race equality in prisons. The working group wrote to Jo Farrar outlining the concerns around the lack of transparency and accountability on COVID-19 related deaths and cases in prisons. This was a practical lesson for the ZMT on applying collective pressure on HMPPS with like-minded organisations and individuals. HMPPS published the ethnicity breakdown of COVID-19 cases in Mid-July.

A Record of Our Own

A Record of Our Own project (June 2020 to March 2021) looked at the impact of Covid-19 on Black, Asian and Minority Ethnic prisoners and their families, including people from Gypsy, Roma and Traveller communities. By doing this, we hoped to shed light and open a dialogue on how some groups experience additional disadvantages as a result of circumstances that are beyond their control and what we as a system and society should do to improve this.
What sets the project apart from other 'mainstream' campaigns is that by working together, our vision was to create a safe space and visibility for ethnic minority prisoners and their families who had felt ignored during the pandemic.

The project got impressive traction on social media and through direct engagement with prison leavers and families. In addition, it got the attention of HMPPS through their work on learning lessons from Covid-19.

The project focused on three key areas: improving understanding of the impact of Covid-19 on BAME prisoners, prison leavers, and their families; giving a voice to the most marginalised communities affected by Covid-19, who otherwise may not have a platform for sharing their first-hand experience; identifying key learning points from this pandemic to inform ongoing reviews, inquiries and approach to minimising harm on these communities in the case of the future health crisis.

The project included extensive evidence gathering process through direct engagement with ethnic minority communities, especially those with less opportunity to have their voices heard from June to November. From September, the ZMT supported several prison leavers who came forward through the project. This new strand of support work is described under the Supporting Prisoners and Prison Leavers Project.

Notable achievements:

Zahid Mubarek Trust, in partnership with Partners of Prisoners and The Traveller Movement, has published a report, A Record of Our Own: Lockdown Experiences of Ethnic Minority Prisoners.

The report reveals the impact of the first six months of Covid-19 restrictions on ethnic minority prisoners and their families. These restrictions have effectively reduced the spread of Covid-19 and saved lives, but they have also profoundly affected prisoners' mental health. The negative consequences of the lockdown could have been reduced if prisoners had been given more time out of their cells and if more support was provided.

Covid-19 has also refocussed attention on long-standing problems in the prison system, including under-resourcing, overcrowding and the unequal treatment of ethnic minority prisoners. The report indicates that experiences during the pandemic have reinforced existing feelings that rules and privileges are not applied fairly to ethnic minority individuals. These issues need to be addressed as a matter of priority.

The ZMT secured the national media coverage of the report. Channel 4 Report

The full report can be read A Record of Our Own

The executive summary can be read A Record of Our Report: executive summary.

Next steps: ‘
A Record of Our Own’ report will form part of our advocacy work in 2021-2025.

Learning from international experience of monitoring detention places during the pandemic

Page on COVID-19 in Prisons:

In summer 2020, we started tracking the UK and international responses to the COVID-19 pandemic, detailing measures put in place across twenty countries. We've been monitoring the news and monitoring the most significant policy shifts taking place in these countries on our website. Our COVID-19 monitoring page, which is updated monthly, helps us and others keep track of COVID-19 positive cases and COVID-19 related death cases amongst prisoners. You can access the page here COVID-19 in Prisons.

International seminars:

- In December 2020, the Zahid Mubarek Trust, in partnership with the University of Bristol and the Royal Holloway University of London, organised the webinar on Monitoring Places of Detention during Pandemic: Lessons Learnt and Opportunities for the Future. Resource Table was developed by the University of Bristol, providing examples of innovative practices, tools and ways of monitoring places of detention during the pandemic that can be taken forward post-pandemic. You can download the Table 'National Preventive Mechanism (and other monitoring body) Responses to COVID-19 Restrictions in Detention Contexts'.

- The international seminar on 'The Relationship between Civil Society and National Preventive Mechanisms (NPMs) was held in June 2020, in partnership with the Irish Penal Reform Trust. The event focused on exploring how civil society should be involved in the establishment of an NPM and the relationships between established NPMs and civil society, based on international best practice and the perspective of the UK NPM. The seminar heard from several international and national speakers: Professor Sir Malcolm Evans, Helga Fastrup, who is the head of the NPM for the Parliamentary Ombudsman in Norway. Dr Marie Brasholt, a Senior Medical Officer at DIGNITY in Denmark; John Wadham, the first independent chair of the UK NPM and Heydi Foster-Breslin, Commissioner at the Irish Human Rights and Equality Commission.

- In April 2020, the Zahid Mubarek Trust and the Irish Penal Reform Trust co-organised the international online seminar on Human Rights and Detention During Covid-19: UK and Ireland. It included Dr Jens Modvig, Chair of the UN Committee against Torture, followed by responses from UN officials: Professor Sir Malcolm Evans, Dr Elina Steinerte and Mark Kelly. The webinar gathered over 65 participants, including monitoring bodies, civil society advocacy groups and academics, who shared their expertise during the Q&A session. The event formed part of the ZMT's strategic work on external scrutiny in prisons which will continue throughout the year in partnership with international and national organisations.

Developing Partnerships and Networking Across the Sector

Police, Crime, Sentencing and Courts Bill (PCSC)

The ZMT has been working as part of a working group initiated by the Criminal Justice Alliance (CJA) to develop a collective response to the PCSC bill. The working group produced an open letter to Prime Minister Boris Johnson, setting out issues of racial disparity that the PCSC will likely increase.

Race Commission

The ZMT provided a formal response to the call for evidence on Ethnic disparities and inequality in the UK from the Commission on Race and Ethnic Disparities, supported by the Race Disparity Unit in the Cabinet Office.

Double Disadvantage report: follow-up

The ZMT has been working as part of a coalition of charities with Hibiscus, Agenda, Women in Prison, Muslim Women in Prison Project and Criminal Justice Alliance, to lead a new solution-based project, Doubling Down on Double Disadvantage.

Critical Care Series

In partnership with the Centre for Crime and Justice Studies, Safe Ground and The Project 507, the ZMT has been producing a series of blogs to provoke, promote, and support colleagues from a range of situations and positions. This project will enable us to think through and engage in critical reflection about the ways we lead, follow, invest and deliver our own individual and institutional authority in tackling long-standing systemic issues within the criminal justice system.

Public Engagement Events and Advisory Roles:

- Panellist at the seminar organised by MEND (September)
- Panellist at the conference organised by Unlocked Graduates (August)
- Panellist at the annual conference organised by the Traveller Movement (November)
- Panellist at the Race Equality Funders event organised by the BCT (February 2021)
- Panellist at the seminar organised by the CCJS (February 2021)
- Panellist at the members meeting organised by the CJA (February 2021)
- Roundtable discussion on 'Examining deaths in prison 2015 – 2020: Challenging racism and discrimination organised by INQUEST.
- Working meeting with Dame Anne Owers, IMB Chair
- Working meeting with HMIP Equality Sub-group
- HMIP Thematic Advisory Group (July – September 2020)
- Service-User Advisory Group / HMPPS
- Irish Penal Reform Trust Advisory Group
- Nottingham University / Prison Research Centre Advisory Group
- Centre for Social Justice, Project Advisory Group
- The Traveller Movement Advisory Group
- EQUAL

Prisoner and Prison Leaver Support Project in Custody and in the Community

We have developed this new strand of our work for providing practical and emotional support to prisoners and prison leavers from black, Asian and minority ethnic backgrounds.

- The delivery model in prisons includes extensive work with 30 individuals recruited on the role of a Prisoner Equality Advocate for a minimum of six months. They act as peer representatives of fellow prisoners, contribute to the equality agenda and outcomes for BAME prisoners, and ZMT supports their personal and professional development.

- The delivery model in the community is available to those who complete the Equality Advocate scheme in prisons and any other prison leavers who meet the project criteria. Both cohorts of participants receive a one-to-one post-release

support package reflecting their individual needs and resettlement plans. In addition, after completing the project, beneficiaries have the opportunity to join the ZMT's Lived Experience Expert Group to support their peers and the organisation in delivering its wider strategic objectives.

Other work to strengthen our advocacy strategy and organisational development

Last year we took the opportunity to reflect on our management and governance structures, organisational needs, strengths and challenges. We invited an external evaluation of our work which comprehensively analysed our approaches, advocacy strategy, and organisational development. This internal document has informed the development of our 'Growth Plan 2021-2025' with specific objectives and actions in the next four years.

On the back of this review, we invited an external consultant to conduct an external review of our funding strategy. It was another helpful exercise for the ZMT to ensure that its organisational development reflects the ambition of the organisation and its advocacy strategy over the next four years.

Future Plans

In the next financial year, the ZMT aims to continue its impact and influence at grassroots and policy levels. The new 2021 – 2025 Strategy will see many positive changes to both the work of and the approaches taken by the Trust. Among its priorities will be: strengthening the Trust's operational capacity alongside extensive preparation for implementing the new Strategic Plan.
We have developed a comprehensive Annual Delivery Plan, which underpins all aspects of our work. The ZMT's Board of Trustees, which meets quarterly, oversees the implementation process against the aims and objectives, ensuring that the Trust remains focused on its niche remit and its founding ethos.
The Trustees are satisfied that the organisation demonstrated resilience and a commitment to its founding principles during the reporting period whilst contributing to the broader work on criminal justice issues undertaken by the Government, statutory agencies, and other voluntary sector organisations. At the end of the reporting period, we are well-placed for further growth and development, attracting more staff and resources.

Company registration number: 06652052
Charity registration number: 1127834

Zahid Mubarek Trust Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2021

Zahid Mubarek Trust Limited

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Zahid Mubarek Trust Limited

Reference and Administrative Details

Chairman	Raymond Bewry
Trustees	Raymond Bewry Ruth Hamann Daniel Benedict Rubinstein Zahir Mubarek (resigned 24 April 2021) Jabez Wai Yiu Lam Ms Anne Dunn (appointed 7 May 2021)
Senior Management Team	Imtiaz Amin, Chief Executive Officer & Co-director Ms Khatuna Tsintsadze, Co-director
Registered Office	Hampstead Town Hall Centre 213 Haverstock Hill London NW3 4QP
Company Registration Number	06652052
Charity Registration Number	1127834
Bankers	HSBC Bank plc 192 Hoe Street Walthamstow London E17 4QN
Independent Examiner	Zain Saleh FCCA ZAS Consulting Ltd Suite 427 Legacy Centre Hampton Road West Feltham Middlesex TW13 6DH

Zahid Mubarek Trust Limited

Statement of Trustees' Responsibilities

The trustees (who are also the directors of Zahid Mubarek Trust Limited for the purposes of company law) are responsible for preparing the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and 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 trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees of the charity on 16 December 2021 and signed on its behalf by:

.....
Daniel Benedict Rubinstein
Trustee

Zahid Mubarek Trust Limited

Independent Examiner's Report to the trustees of Zahid Mubarek Trust Limited

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2021 which are set out on pages 5 to 19.

Respective responsibilities of trustees and examiner

As the charity's trustees of Zahid Mubarek Trust Limited (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of Zahid Mubarek Trust Limited are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since Zahid Mubarek Trust Limited's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of Zahid Mubarek Trust Limited as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Zahid Mubarek Trust Limited

Independent Examiner's Report to the trustees of Zahid Mubarek Trust Limited

.....
Mr Zain Saleh FCCA
ZAS Consulting Ltd
Association of Chartered Certified Accountants
Suite 427 Legacy Centre
Hampton Road West
Feltham
Middlesex
TW13 6DH

20 December 2021

Zahid Mubarek Trust Limited

Statement of Financial Activities for the Year Ended 31 March 2021 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2021 £
Income and Endowments from:				
Grants, donations and legacies	3	102,453	155,323	257,776
Total income		102,453	155,323	257,776
Expenditure on:				
Charitable activities	4	(42,032)	(173,094)	(215,126)
Other expenditure	5	(379)	-	(379)
Total expenditure		(42,411)	(173,094)	(215,505)
Net income/(expenditure)		60,042	(17,771)	42,271
Transfers between funds		(17,771)	17,771	-
Net movement in funds		42,271	-	42,271
Reconciliation of funds				
Total funds brought forward		8,630	-	8,630
Total funds carried forward	16	50,901	-	50,901

	Note	Unrestricted £	Restricted £	Total 2020 £
Income and Endowments from:				
Grants, donations and legacies	3	89,000	9,150	98,150
Total income		89,000	9,150	98,150
Expenditure on:				
Charitable activities	4	(92,438)	(9,150)	(101,588)
Total expenditure		(92,438)	(9,150)	(101,588)
Net expenditure		(3,438)	-	(3,438)
Net movement in funds		(3,438)	-	(3,438)
Reconciliation of funds				
Total funds brought forward		12,067	-	12,067
Total funds carried forward	16	8,629	-	8,629

The notes on pages 9 to 19 form an integral part of these financial statements.

Zahid Mubarek Trust Limited

Statement of Financial Activities for the Year Ended 31 March 2021 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

All of the charity's activities derive from continuing operations during the above two periods. The funds breakdown for 2020 is shown in note 16.

Zahid Mubarek Trust Limited

(Registration number: 06652052)
Balance Sheet as at 31 March 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	11	1,414	-
Current assets			
Debtors	12	3,726	17,303
Cash at bank and in hand	13	96,564	36,333
		100,290	53,636
Creditors: Amounts falling due within one year	14	(23,320)	(45,007)
Net current assets		76,970	8,629
Total assets less current liabilities		78,384	8,629
Creditors: Amounts falling due after more than one year	15	(27,483)	-
Net assets		50,901	8,629
Funds of the charity:			
Unrestricted income funds			
Unrestricted funds		50,901	8,629
Total funds	16	50,901	8,629

For the financial year ending 31 March 2021 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

Zahid Mubarek Trust Limited

(Registration number: 06652052)
Balance Sheet as at 31 March 2021

The financial statements on pages 5 to 19 were approved by the trustees, and authorised for issue on 16 December 2021 and signed on their behalf by:

.....
Daniel Benedict Rubinstein
Trustee

The notes on pages 9 to 19 form an integral part of these financial statements.

1 Charity status

The charity is limited by guarantee, incorporated in , and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:
Hampstead Town Hall Centre
213 Haverstock Hill
London
NW3 4QP

2 Accounting policies

Summary of significant accounting policies and key accounting estimates
The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance
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) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation
Zahid Mubarek Trust Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The presentational currency of the financial statements is Pound Sterling (£).

Going concern
The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Exemption from preparing a cash flow statement
The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees's meetings and reimbursed expenses.

Government grants
Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

Taxation
The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets
Individual fixed assets costing £100.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation
Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Fixtures and fittings	25% on cost
Computer equipment	33.33% on cost

Research and development
Research and development expenditure is written off as incurred.

Trade debtors
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees's discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.
Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

With the exception of some hedging instruments, other debt instruments not meeting these conditions are measured at fair value through profit or loss.

Commitments to make and receive loans which meet the conditions mentioned above are measured at cost (which may be nil) less impairment.

3 Income from grants, donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2021 £
Grants, including charitable donations;			
Government grants	32,033	-	32,033
Grants from charitable trusts and foundations	70,420	155,323	225,743
	102,453	155,323	257,776

	Unrestricted funds General £	Restricted funds £	Total 2020 £
Grants, including charitable donations;			
Grants from charitable trusts and foundations	89,000	9,150	98,150
	89,000	9,150	98,150

	Unrestricted funds General £	Restricted funds £	Total 2021 £
The Joseph Rowntree Charitable Trust	40,000	28,000	68,000
Lloyds Bank Foundation	-	40,000	40,000
The London Community Foundation	-	30,130	30,130
The Tudor Trust	27,000	2,000	29,000
HMPPS	-	23,357	23,357
The National Lottery Community Fund: Coronavirus Community Support Fund	-	20,000	20,000
AB Charitable Trust	10,000	-	10,000
The Evan Cornish Foundation	-	7,000	7,000
Other grants, donations, services and revenues	25,453	4,836	30,289
	102,453	155,323	257,776

4 Expenditure on charitable activities

	Note	Unrestricted funds General £	Restricted funds £	Total funds £
Core costs and project expenses				
Staff and consultants' costs		-	142,653	142,653
Delivery and research costs		-	30,441	30,441
Office and communication		25,921	-	25,921
Insurance		1,230	-	1,230
Memberships and subscriptions		167	-	167
Charitable donations		54	-	54
Events		2,400	-	2,400
Website costs		6,799	-	6,799

	Note	Unrestricted funds General £	Restricted funds £	Total funds £
Bank charges		87	-	87
Depreciation, amortisation and other similar costs		200	-	200
Governance costs	6	5,174	-	5,174
Total for 2021		42,032	173,094	215,126
Total for 2020		92,438	9,150	101,588

In addition to the expenditure analysed above, there are also governance costs of £5,174 (2020 - £2,454) which relate directly to charitable activities. See note 6 for further details.

5 Other expenditure

	Note	Unrestricted funds General £	Total funds £
Other resources expended		379	379
Total for 2021		379	379

6 Analysis of governance and support costs

Governance costs

	Unrestricted funds General £	Total funds £
Independent examiner fees		
Examination of the financial statements	2,400	2,400
Accountancy and bookkeeping fees	2,774	2,774
Total for 2021	5,174	5,174
Total for 2020	2,454	2,454

7 Trustees remuneration and expenses

During the year the charity made the following transactions with trustees:

Daniel Benedict Rubinstein
£82 (2020: £Nil) of expenses were reimbursed to Daniel Benedict Rubinstein during the year.

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

8 Staff costs

No employee received emoluments of more than £60,000 during the year.

In the current year, the charity had 3 employees (2020 - 1). In addition, the charity had 1 member of staff working under a consultancy contract (2020 - 1).

The total wages and consultancy fees paid during the year were £142,653 (2020 - £69,019)

The total employee remuneration and benefits of the key personnel of the charity were £42,710 (2020 - £43,449)

9 Independent examiner's remuneration

	2021 £	2020 £
Examination of the financial statements	2,400	2,454

10 Taxation

The charity is a registered charity and is therefore exempt from taxation.

11 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 April 2020	9,208	9,208
Additions	1,614	1,614
At 31 March 2021	10,822	10,822
Depreciation		
At 1 April 2020	9,208	9,208
Charge for the year	200	200
At 31 March 2021	9,408	9,408
Net book value		
At 31 March 2021	1,414	1,414
At 31 March 2020	-	-

12 Debtors

	2021 £	2020 £
Prepayments and accrued income	2,500	16,039
Other debtors	1,226	1,264
	3,726	17,303

13 Cash and cash equivalents

	2021 £	2020 £
Cash at bank	96,564	36,333

14 Creditors: amounts falling due within one year

	2021 £	2020 £
Bank loans	2,867	-
Trade creditors	3,210	1,728
Other taxation and social security	3,680	2,786
Other creditors	167	1
Accruals	13,396	492
Deferred income	-	40,000
	23,320	45,007

15 Creditors: amounts falling due after one year

	2021 £
Bank loans	27,483

16 Funds

	Balance at 1 April 2020 £	Incoming resources £	Resources expended £	Balance at 31 March 2021 £
Unrestricted				
General				
General Funds	8,630	102,453	(42,411)	68,672
Restricted				
Advocacy for Justice Programme, A Record of Our Own Project, Equality Advocates Project and Prison Leavers Support Project	-	155,323	(173,094)	(17,771)
Total funds	8,630	257,776	(215,505)	50,901

Zahid Mubarek Trust Limited

Notes to the Financial Statements for the Year Ended 31 March 2021

	Balance at 1 April 2019 £	Incoming resources £	Resources expended £	Balance at 31 March 2020 £
Unrestricted				
General				
General Funds	12,067	89,000	(92,438)	8,629
Restricted				
Independent Scrutiny Panel & Turning Point Project	-	9,150	(9,150)	-
Total funds	12,067	98,150	(101,588)	8,629

Zahid Mubarek Trust Limited

Detailed Statement of Financial Activities for the Year Ended 31 March 2021

	2021		2021	
	Unrestricted General £	Restricted £	Total £	Total 2020 £
Grants, donations and legacies				
Grants, including charitable donations	102,453	155,323	257,776	98,150
	102,453	155,323	257,776	98,150

	2021			
	Unrestricted funds General £	Restricted funds £	Total £	Total 2020 £
Charitable activities				
Staff and consultants' costs	-	(142,653)	(142,653)	(69,019)
Delivery & research costs	-	(30,441)	(30,441)	(15,090)
Office and communication	(25,921)	-	(25,921)	(13,501)
Insurance	(1,230)	-	(1,230)	(1,086)
Memberships and subscriptions	(167)	-	(167)	(125)
Charitable donations	(54)	-	(54)	-
Events	(2,400)	-	(2,400)	(240)
Website costs	(6,799)	-	(6,799)	-
Bank charges	(87)	-	(87)	(73)
Depreciation, amortisation and other similar costs	(200)	-	(200)	-
	(36,858)	(173,094)	(209,952)	(99,134)

	2021		
	Unrestricted funds General £	Total £	Total 2020 £
Governance costs			
Independent Examiner's remuneration	(2,400)	(2,400)	(2,454)
Accountancy and bookkeeping fees	(2,774)	(2,774)	-
	(5,174)	(5,174)	(2,454)

Zahid Mubarek Trust Limited

Detailed Statement of Financial Activities for the Year Ended 31 March 2021

	2021		
	Unrestricted funds General £	Total £	Total 2020 £
Other expenditure			
Loan interest	(379)	(379)	-
	(379)	(379)	-

	2021			
	Unrestricted funds General £	Restricted funds £	Total £	Total 2020 £
Transfers between funds				
Funds - Transfer from another fund	(17,771)	-	(17,771)	-
Funds - Transfer to another fund	-	17,771	17,771	-
	(17,771)	17,771	-	-