

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:

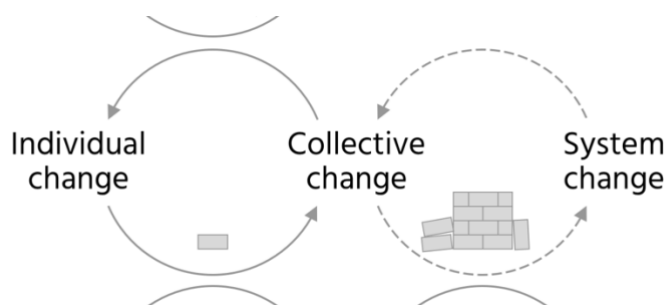
This report provides an overview of the ZMT's work during the reporting period from April 2020 to March 2021. It also includes information on how the Trust fulfils its public benefits and achieves progress towards its strategic objectives. In addition, the report looks at what the Trust has completed 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 feed back 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**

## **Contents**

Reference and Administrative Details	1
Statement of Trustees' Responsibilities	2
Independent Examiner's Report	3 to 4
Statement of Financial Activities	5 to 6
Balance Sheet	7 to 8
Notes to the Financial Statements	9 to 19
Detailed SOFA breakdown per fund	20 to 21

## **Zahid Mubarek Trust Limited**

### **Reference and Administrative Details**

<b>Chairman</b>	Raymond Bewry
<b>Trustees</b>	Raymond Bewry Ruth Hamann Daniel Benedict Rubinstein Zahir Mubarek (resigned 24 April 2021) Jabez Wai Yiu Lam Ms Anne Dunn (appointed 7 May 2021)
<b>Senior Management Team</b>	Imtiaz Amin, Chief Executive Officer & Co-director Ms Khatuna Tsintsadze, Co-director
<b>Registered Office</b>	Hampstead Town Hall Centre 213 Haverstock Hill London NW3 4QP
<b>Company Registration Number</b>	06652052
<b>Charity Registration Number</b>	1127834
<b>Bankers</b>	HSBC Bank plc 192 Hoe Street Walthamstow London E17 4QN
<b>Independent Examiner</b>	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 £
<b>Income and Endowments from:</b>				
Grants, donations and legacies	3	102,453	155,323	257,776
Total income		102,453	155,323	257,776
<b>Expenditure on:</b>				
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
<b>Reconciliation of funds</b>				
Total funds brought forward		8,630	-	8,630
Total funds carried forward	16	50,901	-	50,901
	Note	Unrestricted £	Restricted £	Total 2020 £
<b>Income and Endowments from:</b>				
Grants, donations and legacies	3	89,000	9,150	98,150
Total income		89,000	9,150	98,150
<b>Expenditure on:</b>				
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)
<b>Reconciliation of funds</b>				
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.

The notes on pages 9 to 19 form an integral part of these financial statements.

**Zahid Mubarek Trust Limited**  
**(Registration number: 06652052)**  
**Balance Sheet as at 31 March 2021**

	Note	2021 £	2020 £
<b>Fixed assets</b>			
Tangible assets	11	1,414	-
<b>Current assets</b>			
Debtors	12	3,726	17,303
Cash at bank and in hand	13	96,564	36,333
		100,290	53,636
<b>Creditors: Amounts falling due within one year</b>	14	(23,320)	(45,007)
<b>Net current assets</b>		76,970	8,629
<b>Total assets less current liabilities</b>		78,384	8,629
<b>Creditors: Amounts falling due after more than one year</b>	15	(27,483)	-
<b>Net assets</b>		50,901	8,629
<b>Funds of the charity:</b>			
<b>Unrestricted income funds</b>			
Unrestricted funds		50,901	8,629
<b>Total funds</b>	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.

The notes on pages 9 to 19 form an integral part of these financial statements.

**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.

## **Zahid Mubarek Trust Limited**

### **Notes to the Financial Statements for the Year Ended 31 March 2021**

#### **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.

## **Zahid Mubarek Trust Limited**

### **Notes to the Financial Statements for the Year Ended 31 March 2021**

#### **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.



## **Zahid Mubarek Trust Limited**

### **Notes to the Financial Statements for the Year Ended 31 March 2021**

#### **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:

<b>Asset class</b>	<b>Depreciation method and rate</b>
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.

## **Zahid Mubarek Trust Limited**

### **Notes to the Financial Statements for the Year Ended 31 March 2021**

#### **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.

## **Zahid Mubarek Trust Limited**

### **Notes to the Financial Statements for the Year Ended 31 March 2021**

#### ***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**

	<b>Unrestricted funds General £</b>	<b>Restricted funds £</b>	<b>Total 2021 £</b>
Grants, including charitable donations;			
Government grants	32,033	-	32,033
Grants from charitable trusts and foundations	70,420	155,323	225,743
	<u>102,453</u>	<u>155,323</u>	<u>257,776</u>

## Zahid Mubarek Trust Limited

### Notes to the Financial Statements for the Year Ended 31 March 2021

	<b>Unrestricted funds General £</b>	<b>Restricted funds £</b>	<b>Total 2020 £</b>
Grants, including charitable donations; Grants from charitable trusts and foundations	89,000	9,150	98,150
	<u>89,000</u>	<u>9,150</u>	<u>98,150</u>
	<b>Unrestricted funds General £</b>	<b>Restricted funds £</b>	<b>Total 2021 £</b>
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
	<u>102,453</u>	<u>155,323</u>	<u>257,776</u>

#### 4 Expenditure on charitable activities

Note	<b>Unrestricted funds General £</b>	<b>Restricted funds £</b>	<b>Total funds £</b>
<b>Core costs and project expenses</b>			
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

## Zahid Mubarek Trust Limited

### Notes to the Financial Statements for the Year Ended 31 March 2021

	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
<b>Total for 2021</b>		<u>42,032</u>	<u>173,094</u>	<u>215,126</u>
<b>Total for 2020</b>		<u>92,438</u>	<u>9,150</u>	<u>101,588</u>

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
<b>Total for 2021</b>		<u>379</u>	<u>379</u>

#### 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
<b>Total for 2021</b>	<u>5,174</u>	<u>5,174</u>
<b>Total for 2020</b>	<u>2,454</u>	<u>2,454</u>

## **Zahid Mubarek Trust Limited**

### **Notes to the Financial Statements for the Year Ended 31 March 2021**

#### **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**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Examination of the financial statements	<u>2,400</u>	<u>2,454</u>

#### **10 Taxation**

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

## Zahid Mubarek Trust Limited

### Notes to the Financial Statements for the Year Ended 31 March 2021

#### 11 Tangible fixed assets

	Furniture and equipment £	Total £
<b>Cost</b>		
At 1 April 2020	9,208	9,208
Additions	<u>1,614</u>	<u>1,614</u>
At 31 March 2021	<u>10,822</u>	<u>10,822</u>
<b>Depreciation</b>		
At 1 April 2020	9,208	9,208
Charge for the year	<u>200</u>	<u>200</u>
At 31 March 2021	<u>9,408</u>	<u>9,408</u>
<b>Net book value</b>		
At 31 March 2021	<u><u>1,414</u></u>	<u><u>1,414</u></u>
At 31 March 2020	<u><u>-</u></u>	<u><u>-</u></u>

#### 12 Debtors

	2021 £	2020 £
Prepayments and accrued income	2,500	16,039
Other debtors	<u>1,226</u>	<u>1,264</u>
	<u><u>3,726</u></u>	<u><u>17,303</u></u>

#### 13 Cash and cash equivalents

	2021 £	2020 £
Cash at bank	<u><u>96,564</u></u>	<u><u>36,333</u></u>

# Zahid Mubarek Trust Limited

## Notes to the Financial Statements for the Year Ended 31 March 2021

### 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
	<u>23,320</u>	<u>45,007</u>

### 15 Creditors: amounts falling due after one year

	2021 £
Bank loans	<u>27,483</u>

### 16 Funds

	Balance at 1 April 2020 £	Incoming resources £	Resources expended £	Balance at 31 March 2021 £
<b>Unrestricted</b>				
<i>General</i>				
General Funds	8,630	102,453	(42,411)	68,672
<b>Restricted</b>				
Advocacy for Justice Programme, A Record of Our Own Project, Equality Advocates Project and Prison Leavers Support Project	<u>-</u>	<u>155,323</u>	<u>(173,094)</u>	<u>(17,771)</u>
<b>Total funds</b>	<u>8,630</u>	<u>257,776</u>	<u>(215,505)</u>	<u>50,901</u>



# 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 £
<b>Unrestricted</b>				
<i>General</i>				
General Funds	12,067	89,000	(92,438)	8,629
<b>Restricted</b>				
Independent Scrutiny Panel & Turning Point Project	-	9,150	(9,150)	-
<b>Total funds</b>	<u>12,067</u>	<u>98,150</u>	<u>(101,588)</u>	<u>8,629</u>

# Zahid Mubarek Trust Limited

## Detailed Statement of Financial Activities for the Year Ended 31 March 2021

	<u>2021</u>		<u>2021</u>	
	<b>Unrestricted</b>			<b>Total</b>
	<b>General</b>	<b>Restricted</b>	<b>Total</b>	<b>2020</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b><i>Grants, donations and legacies</i></b>				
Grants, including charitable donations	102,453	155,323	257,776	98,150
	<u>102,453</u>	<u>155,323</u>	<u>257,776</u>	<u>98,150</u>
	<b>2021</b>			
	<b>Unrestricted</b>			<b>Total</b>
	<b>funds</b>	<b>Restricted</b>		<b>2020</b>
	<b>General</b>	<b>funds</b>	<b>Total</b>	<b>£</b>
	<b>£</b>	<b>£</b>	<b>£</b>	
<b><i>Charitable activities</i></b>				
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)	-
	<u>(36,858)</u>	<u>(173,094)</u>	<u>(209,952)</u>	<u>(99,134)</u>
	<b>2021</b>			
	<b>Unrestricted</b>			<b>Total</b>
	<b>funds</b>			<b>2020</b>
	<b>General</b>		<b>Total</b>	<b>£</b>
	<b>£</b>		<b>£</b>	
<b><i>Governance costs</i></b>				
Independent Examiner's remuneration		(2,400)	(2,400)	(2,454)
Accountancy and bookkeeping fees		(2,774)	(2,774)	-
		<u>(5,174)</u>	<u>(5,174)</u>	<u>(2,454)</u>

This page does not form part of the statutory financial statements.

# Zahid Mubarek Trust Limited

## Detailed Statement of Financial Activities for the Year Ended 31 March 2021

	<b>2021</b>			<b>Total 2020</b>
	<b>Unrestricted funds General £</b>	<b>Total £</b>		<b>£</b>
<i><b>Other expenditure</b></i>				
Loan interest	(379)	(379)		-
	(379)	(379)		-
	<b>2021</b>			
	<b>Unrestricted funds General £</b>	<b>Restricted funds £</b>	<b>Total £</b>	<b>Total 2020 £</b>
<i><b>Transfers between funds</b></i>				
Funds - Transfer from another fund	(17,771)	-	(17,771)	-
Funds - Transfer to another fund	-	17,771	17,771	-
	(17,771)	17,771	-	-

This page does not form part of the statutory financial statements.