



ZMT

zahidmubarektrust

*Legacy for Change*

# Annual Report 2022-2023

# CONTENTS

<b>Directors' Foreword</b>	<b>3</b>
<b>Legacy for Change: <i>racial justice in the prison system</i></b>	
<b>Our Story and Vision</b>	<b>5</b>
<b>Overview of our strategic objectives and work</b>	<b>7</b>
<b>Workstream 1:</b>	
<b>Improving Transparency and Accountability in the Prison System</b>	
<b>External Scrutiny and Support Project (ESSP)</b>	<b>9</b>
<b>Advocacy and Policy Work</b>	<b>13</b>
<b>Workstream 2:</b>	
<b>Improving Outcomes for Ethnic Minority Prisoners and Prison Leavers</b>	
<b>The Equality Advocate Project</b>	<b>16</b>
<b>The Returning Citizens Project</b>	<b>20</b>
<b>Workstream 3:</b>	
<b>Family Support Work</b>	<b>21</b>
<b>Organisational Development</b>	<b>22</b>
<b>How you can support our work</b>	<b>24</b>
<b>A Year in Pictures</b>	<b>25</b>

## 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 disproportionately 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 is the 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 heal 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.

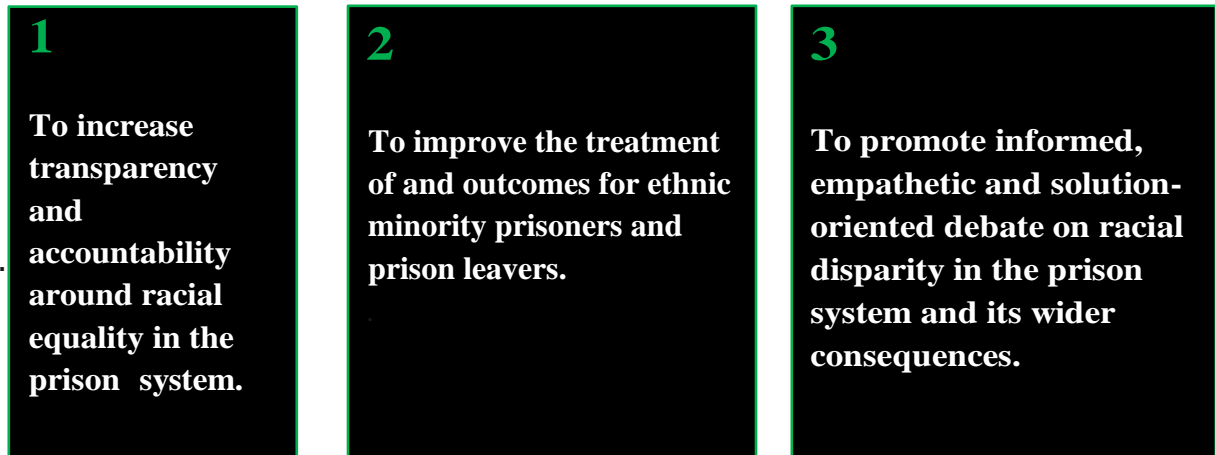
We believe that a humane, fair and effective justice system produces better results in reducing reoffending and improving the social mobility of people with lived experience of the criminal justice system.

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.

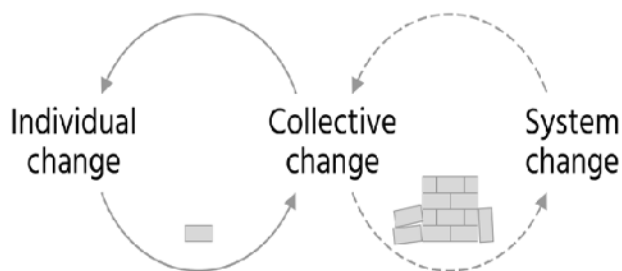
## Overview of Our Strategic Objectives and Work

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:



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<sup>1</sup>, 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 disproportionately 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).

<sup>1</sup> [https://assets.publishing.service.gov.uk/media/637e38d0e90e0723389cbeb9/HMPPS\\_Offender\\_Equalities\\_2021-22\\_Report.pdf](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.

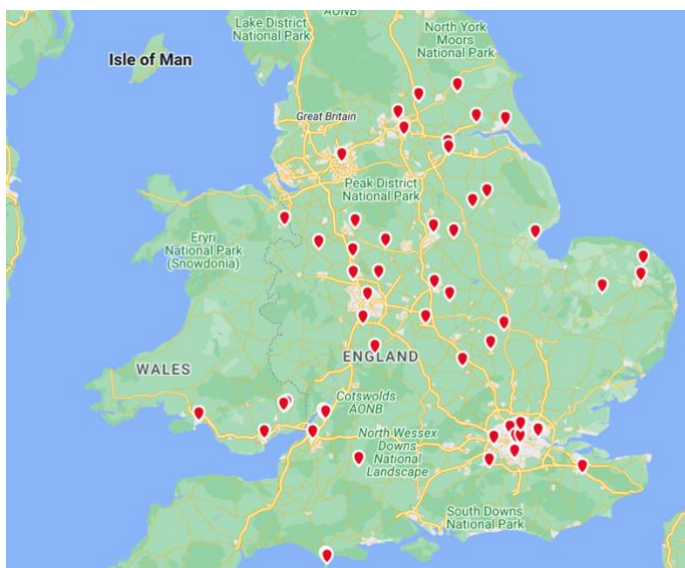
In partnership with the PRT, we produced a groundbreaking study on the effectiveness of the discrimination incident reporting forms (DIRFs). In 2017, [The Lammy Review](#) made two recommendations for improving the complaints system in prison based on the findings of this report. The prison service adopted 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 prisons 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 Feltham)

### **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 belief 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](http://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**

### **Contents**

Reference and Administrative Details	1
Independent Examiner's Report	2 to 3
Statement of Financial Activities	4 to 5
Balance Sheet	6 to 7
Notes to the Financial Statements	8 to 19

## **Zahid Mubarek Trust Limited**

### **Reference and Administrative Details**

<b>Chairman</b>	Raymond Bewry
<b>Trustees</b>	Raymond Bewry Daniel Benedict Rubinstein Jabez Wai Yiu Lam Anne Dunn
<b>Senior Management / Leadership Team</b>	Imtiaz Amin, Co-director Khatuna Tsintsadze, Co-director
<b>Charity Registration Number</b>	1127834
<b>Company Registration Number</b>	06652052
<b>Registered Office</b>	Hampstead Town Hall Centre 213 Haverstock Hill London NW3 4QP
<b>Independent Examiner</b>	Zain Saleh FCCA ZAS Accountancy & Tax Ltd Suite 427 Legacy Centre Hampton Road West Feltham Middlesex TW13 6DH
<b>Bankers</b>	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 £
<b>Income and Endowments from:</b>				
Grants, donations and legacies	3	223,589	142,753	366,342
Total income		223,589	142,753	366,342
<b>Expenditure on:</b>				
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
<b>Reconciliation of funds</b>				
Total funds brought forward		(11,986)	-	(11,986)
Total funds carried forward	16	46,862	(16,852)	30,010
	Note	Unrestricted £	Restricted £	Total 2022 £
<b>Income and Endowments from:</b>				
Grants, donations and legacies	3	82,511	103,396	185,907
Total income		82,511	103,396	185,907
<b>Expenditure on:</b>				
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)
<b>Reconciliation of funds</b>				
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.

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 2023

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

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.

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 2023**

The financial statements on pages 4 to 19 were approved by the trustees, and authorised for issue on 16/12/22 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.



## **Zahid Mubarek Trust Limited**

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

#### **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.



## **Zahid Mubarek Trust Limited**

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

#### **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.

## **Zahid Mubarek Trust Limited**

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

#### **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.

#### **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.



## **Zahid Mubarek Trust Limited**

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

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.

# Zahid Mubarek Trust Limited

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

### 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
	<u>223,589</u>	<u>142,753</u>	<u>366,342</u>
	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
	<u>82,511</u>	<u>103,396</u>	<u>185,907</u>
	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
	<u>223,589</u>	<u>142,753</u>	<u>366,342</u>

## Zahid Mubarek Trust Limited

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

	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
	<u>82,511</u>	<u>103,396</u>	<u>185,907</u>

#### 4 Expenditure on charitable activities

	Note	Unrestricted funds General £	Restricted funds £	Total funds £
<b>Core costs and project expenses</b>				
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
<b>Total for 2023</b>		<u>163,296</u>	<u>159,605</u>	<u>322,901</u>
<b>Total for 2022</b>		<u>28,078</u>	<u>219,972</u>	<u>248,050</u>

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.



# **Zahid Mubarek Trust Limited**

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

### **5 Other expenditure**

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

### **6 Analysis of governance and support costs**

#### **Governance costs**

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



## **Zahid Mubarek Trust Limited**

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

#### **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**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Examination of the financial statements	<u>2,820</u>	<u>2,520</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 2023

### 11 Tangible fixed assets

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

### 12 Debtors

	<b>2023 £</b>	<b>2022 £</b>
Prepayments and accrued income	4,127	-
Other debtors	<u>7,225</u>	<u>7,225</u>
	<u>11,352</u>	<u>7,225</u>

### 13 Cash and cash equivalents

	<b>2023 £</b>	<b>2022 £</b>
Cash at bank	<u>85,329</u>	<u>17,074</u>

# Zahid Mubarek Trust Limited

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

### 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
	<u>19,910</u>	<u>18,864</u>
		<b>2023</b>
		<b>£</b>
Resources deferred in the period		<u>(40,000)</u>

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	-
	<u>56,187</u>	<u>22,178</u>

### 16 Funds

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

# **Zahid Mubarek Trust Limited**

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

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

# **Zahid Mubarek Trust Limited**

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

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

## Zahid Mubarek Trust Limited

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

	Total 2023 £	Total 2022 £
<b><i>Grants, donations and legacies</i></b>		
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
	<u>366,342</u>	<u>185,907</u>
<b><i>Charitable activities</i></b>		
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)
	<u>(322,901)</u>	<u>(248,050)</u>
<b><i>Other expenditure</i></b>		
Advertising	(825)	-
Loan interest	(620)	(744)
	<u>(1,445)</u>	<u>(744)</u>

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



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**

### **Contents**

Reference and Administrative Details	1
Independent Examiner's Report	2 to 3
Statement of Financial Activities	4 to 5
Balance Sheet	6 to 7
Notes to the Financial Statements	8 to 19

## **Zahid Mubarek Trust Limited**

### **Reference and Administrative Details**

<b>Chairman</b>	Raymond Bewry
<b>Trustees</b>	Raymond Bewry Daniel Benedict Rubinstein Jabez Wai Yiu Lam Anne Dunn
<b>Senior Management / Leadership Team</b>	Imtiaz Amin, Co-director Khatuna Tsintsadze, Co-director
<b>Charity Registration Number</b>	1127834
<b>Company Registration Number</b>	06652052
<b>Registered Office</b>	Hampstead Town Hall Centre 213 Haverstock Hill London NW3 4QP
<b>Independent Examiner</b>	Zain Saleh FCCA ZAS Accountancy & Tax Ltd Suite 427 Legacy Centre Hampton Road West Feltham Middlesex TW13 6DH
<b>Bankers</b>	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 £
<b>Income and Endowments from:</b>				
Grants, donations and legacies	3	223,589	142,753	366,342
Total income		223,589	142,753	366,342
<b>Expenditure on:</b>				
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
<b>Reconciliation of funds</b>				
Total funds brought forward		(11,986)	-	(11,986)
Total funds carried forward	16	46,862	(16,852)	30,010
	Note	Unrestricted £	Restricted £	Total 2022 £
<b>Income and Endowments from:</b>				
Grants, donations and legacies	3	82,511	103,396	185,907
Total income		82,511	103,396	185,907
<b>Expenditure on:</b>				
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)
<b>Reconciliation of funds</b>				
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.

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 2023

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

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.

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 2023**

The financial statements on pages 4 to 19 were approved by the trustees, and authorised for issue on 16/12/22 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.

## **Zahid Mubarek Trust Limited**

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

#### **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.



## **Zahid Mubarek Trust Limited**

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

#### **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.



## **Zahid Mubarek Trust Limited**

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

#### **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.

#### **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.

## **Zahid Mubarek Trust Limited**

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

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.



# Zahid Mubarek Trust Limited

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

### 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
	<u>223,589</u>	<u>142,753</u>	<u>366,342</u>
	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
	<u>82,511</u>	<u>103,396</u>	<u>185,907</u>
	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
	<u>223,589</u>	<u>142,753</u>	<u>366,342</u>

## Zahid Mubarek Trust Limited

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

	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
	<u>82,511</u>	<u>103,396</u>	<u>185,907</u>

#### 4 Expenditure on charitable activities

	Note	Unrestricted funds General £	Restricted funds £	Total funds £
<b>Core costs and project expenses</b>				
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
<b>Total for 2023</b>		<u>163,296</u>	<u>159,605</u>	<u>322,901</u>
<b>Total for 2022</b>		<u>28,078</u>	<u>219,972</u>	<u>248,050</u>

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.

# **Zahid Mubarek Trust Limited**

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

### **5 Other expenditure**

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

### **6 Analysis of governance and support costs**

#### **Governance costs**

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



## **Zahid Mubarek Trust Limited**

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

#### **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**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Examination of the financial statements	<u>2,820</u>	<u>2,520</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 2023

### 11 Tangible fixed assets

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

### 12 Debtors

	<b>2023 £</b>	<b>2022 £</b>
Prepayments and accrued income	4,127	-
Other debtors	<u>7,225</u>	<u>7,225</u>
	<u>11,352</u>	<u>7,225</u>

### 13 Cash and cash equivalents

	<b>2023 £</b>	<b>2022 £</b>
Cash at bank	<u>85,329</u>	<u>17,074</u>

# Zahid Mubarek Trust Limited

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

### 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
	<u>19,910</u>	<u>18,864</u>
		<b>2023</b>
		<b>£</b>
Resources deferred in the period		<u>(40,000)</u>

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	-
	<u>56,187</u>	<u>22,178</u>

### 16 Funds

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

**Zahid Mubarek Trust Limited**

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

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

# **Zahid Mubarek Trust Limited**

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

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



## Zahid Mubarek Trust Limited

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

	Total 2023 £	Total 2022 £
<b><i>Grants, donations and legacies</i></b>		
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
	<u>366,342</u>	<u>185,907</u>
<b><i>Charitable activities</i></b>		
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)
	<u>(322,901)</u>	<u>(248,050)</u>
<b><i>Other expenditure</i></b>		
Advertising	(825)	-
Loan interest	(620)	(744)
	<u>(1,445)</u>	<u>(744)</u>

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