



Annual Report 2023-2024

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Directors' Foreword

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

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

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

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

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

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

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

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

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

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

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

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

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

Khatuna Tsintsadze
Imtiaz Amin



Legacy for Change:

Race Equality in Prisons

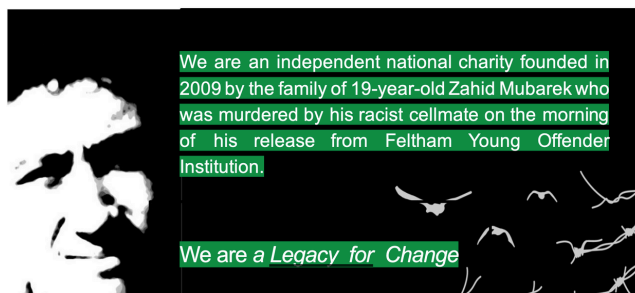
Our Story

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

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

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

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



Our Vision

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

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

25 years of
working towards
racial equality in
prisons

Our Strategic Priorities

1

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

2

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

3

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

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

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



Baroness D'Souza, the ZMT's Patron

Prof. Nick Hardwick CBE, the ZMT's Patron



Priority One:

Improving Transparency and Accountability on Racial Equality in the Prison System

External Scrutiny and Support Project (ESSP)

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

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

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

Why the racial disparity in prisons matters:

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

Overrepresentation in the Prison Population:

- General Population vs Prison Population: As of March 2020, individuals from Black, Asian, and Minority Ethnic (BAME) backgrounds constituted 13% of the general population but accounted for 27% of the prison population.
- Youth Imprisonment: In 2020, 32% of children in prison were Black, despite Black individuals comprising just under 4% of the general population.

Disparities in Prison Experiences:

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

Sentencing and Custodial Outcomes:

- The average Custodial Sentence Length (ACSL): In 2022, White offenders had an ACSL of 21.2 months for indictable offences, whereas Black offenders had an ACSL of 27.9 months, and Asian offenders had an ACSL of 30.5 months.
- The proportion of Sentence Served: Black defendants served a higher proportion of their original determinate sentence in custody (68% in 2022) than White (59%) and Asian (58%) defendants.

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



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

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

Transparency matters:

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

Accountability matters:

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

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

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

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

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

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

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

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

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

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

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

National Training for Case Managers laid the foundation for:

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

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

Publication of the DIRF Guidance Document helped with the following:

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

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

“Equality and diversity prisoner peer mentors and support from the Zahid Mubarek Trust had been re-established since the relaxing of the pandemic restrictions, although many mentors expressed frustration at not being unlocked enough to give their support to other prisoners. These prisoners received good support from the equality officer but very few other staff we spoke to were knowledgeable about their role, or even who they were.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



DIRF box in a Cat C prison

Future Plans:

The Importance of Fair Complaints Systems

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

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

Expanding the ESSP

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

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

The ZMT's training session in a prison



Policy and Advocacy Work

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

Submissions

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

Memberships and Events

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

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

Partnership work

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

Priority Two:

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

The Equality Advocate Project

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

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

Reducing Violence:

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

Improving Staff-Prisoner Relationships:

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

Driving Systemic Change:

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

Looking Ahead

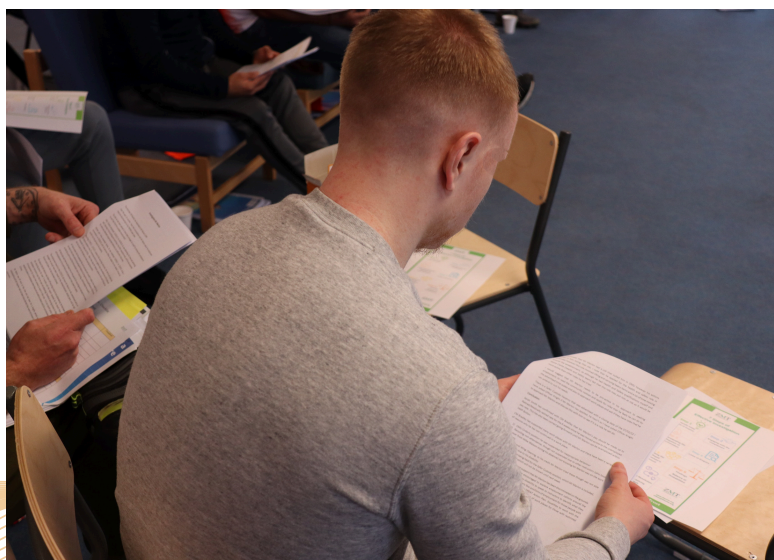
With the continued support and scaling of the Equality Advocate Project, ZMT aims to:

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

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

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

The ZMT Equality Advocate



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

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

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

Equality Advocate, HMP Wayland 2023

The Equality Advocates’ Graduation ceremony in HMP Wayland



The Returning Citizens Project

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

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

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

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

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

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

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

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

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

The ZMT Equality
Advocates in prison



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

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

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

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

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

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

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

Chris, 2022 Graduate

Priority Three:

Improving Public Understanding and Solidarity around Racial Justice in Prisons

Family Support Work

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Saima, sister of a prisoner



The ZMT Equality Advocate lanyard with ID worn in prisons

Community Engagement Work

A Collective Voice of Equality Advocates in prisons and the community

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

Media and Publicity

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



The ZMT's staff and participants at the ZMT event

Priority Four:

Organisational Development

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

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

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

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



The ZMT's staff and supporters at the ZMT event

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

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

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



The ZMT's staff and participants at the ZMT event

Funding and Finances

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

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

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

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

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

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

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

Diversifying funding sources for different work streams

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

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

Statement on fundraising practices

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

Reserves Policy

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

Thank you to funders

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

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

ZMT funders throughout 2023-24 were:

The Esmee Fairbairn Foundation

The Joseph Rowntree Charitable Trust

The National Lottery Community Fund*

(*restricted to The Equality Advocate and Returning Citizens Projects)

Lloyds Bank Foundation*

(*restricted to policy work)

The Tudor Trust

AB Charitable Trust

The Barrow Cadbury Trust*

(*restricted to Peer-led Scrutiny in Prisons)

HM Prison and Probation Service*

(*restricted to The Equality Advocate Project)

Serco*

(*restricted to The Equality Advocate and Returning Citizens Projects)

Company registration number: 06652052

Charity registration number: 1127834

Zahid Mubarek Trust Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2024

Zahid Mubarek Trust Limited

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Zahid Mubarek Trust Limited

Reference and Administrative Details

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

Zahid Mubarek Trust Limited

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

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

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

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

Zahid Mubarek Trust Limited

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

Zain Saleh

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

Date: 20/12/24

Zahid Mubarek Trust Limited

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

	Note	Unrestricted £	Restricted £	Total 2024 £
Income and Endowments from:				
Grants, donations and legacies	3	193,900	125,668	319,568
Charitable activities	4	-	47,036	47,036
Total income		193,900	172,704	366,604
Expenditure on:				
Charitable activities	5	(210,774)	(172,704)	(383,478)
Other expenditure	6	(1,792)	-	(1,792)
Total expenditure		(212,566)	(172,704)	(385,270)
Net expenditure		(18,666)	-	(18,666)
Net movement in funds		(18,666)	-	(18,666)
Reconciliation of funds				
Total funds brought forward		30,010	-	30,010
Total funds carried forward	17	11,344	-	11,344
	Note	Unrestricted £	Restricted £	Total 2023 £
Income and Endowments from:				
Grants, donations and legacies	3	223,589	142,753	366,342
Total income		223,589	142,753	366,342
Expenditure on:				
Charitable activities	5	(163,296)	(159,605)	(322,901)
Other expenditure	6	(1,445)	-	(1,445)
Total expenditure		(164,741)	(159,605)	(324,346)
Net income/(expenditure)		58,848	(16,852)	41,996
Net movement in funds		58,848	(16,852)	41,996
Reconciliation of funds				
Total funds brought forward		(11,986)	-	(11,986)
Total funds carried forward	17	46,862	(16,852)	30,010

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

Zahid Mubarek Trust Limited

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

All of the charity's activities derive from continuing operations during the above two periods.
The funds breakdown for 2023 is shown in note 17.

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

Zahid Mubarek Trust Limited

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

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

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

Directors' responsibilities:

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

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

Zahid Mubarek Trust Limited

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

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



.....
Daniel Benedict Rubinstein
Trustee

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

Zahid Mubarek Trust Limited

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

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 2024

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 2024

Taxation

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

Tangible fixed assets

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

Depreciation and amortisation

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

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

Research and development

Research and development expenditure is written off as incurred.

Trade debtors

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

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

Cash and cash equivalents

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

Fund structure

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

Zahid Mubarek Trust Limited

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

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 2024

3 Income from grants, donations and legacies

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

4 Income from charitable activities

	Restricted funds £	Total funds £
Delivery & research	47,036	47,036
Total for 2024	<u>47,036</u>	<u>47,036</u>

Zahid Mubarek Trust Limited

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

5 Expenditure on charitable activities

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

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

6 Other expenditure

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

Zahid Mubarek Trust Limited

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

7 Analysis of governance and support costs

Governance costs

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

Zahid Mubarek Trust Limited

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

8 Trustees remuneration and expenses

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

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

9 Staff costs

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

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

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

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

10 Independent examiner's remuneration

	2024	2023
	£	£
Examination of the financial statements	<u>3,000</u>	<u>2,820</u>

11 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 2024

12 Tangible fixed assets

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

13 Debtors

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

14 Cash and cash equivalents

	2024 £	2023 £
Cash at bank	<u>34,100</u>	<u>85,329</u>

Zahid Mubarek Trust Limited

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

15 Creditors: amounts falling due within one year

	2024 £	2023 £
Bank loans	5,991	5,991
Other taxation and social security	19,705	1,281
Other creditors	8,111	8,222
Accruals	4,605	4,416
	<u>38,412</u>	<u>19,910</u>
		2023
		£
Resources deferred in the period		<u>(40,000)</u>

16 Creditors: amounts falling due after one year

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

17 Funds

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

Zahid Mubarek Trust Limited

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

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

Zahid Mubarek Trust Limited

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

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

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

Zahid Mubarek Trust Limited

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

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

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