

Trustees' Annual Report for the period							
From		Period start date			Period end date		
		1st	April	2024	To	31st	March

Section A Reference and administration details

Charity name	Equip		
Other names charity is known by			
Registered charity number (if any)	1134890		
Charity's principal address	9 Fawn Crescent		
	Hedge End		
	Southampton		
	Postcode	SO30 2QD	

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Paul Johnson	Chairman		Founding Trustee
2	Jonathan Sweeney			Founding Trustee
3	Martin Hughes			Founding Trustee

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

The charity is run by the Trustees.

Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Trust Deed
How the charity is constituted (eg. trust, association, company)	Trust
Trustee selection methods (eg. appointed by, elected by)	Appointed by the original founding trustees.

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- ☐ policies and procedures adopted for the induction and training of trustees;
- ☐ the charity's organisational structure and any wider network with which the charity works;
- ☐ relationship with any related parties;
- ☐ trustees' consideration of major risks and the system and procedures to manage them.

As of 1st July 2018, Equip has worked as a registered INGO (International Non-Governmental Organisation) in Rwanda. The Trustees remain accountable directly to the Rwandan Governance Board and the Rwandan Ministry of Education for all projects funded by the Charity.

The Trustees (of Equip) have a Director of Operations who is resident in Rwanda and responsible for managing and monitoring all activities. This representative is empowered to carry out the work of Equip in Rwanda. The Trustees are provided with regular feedback on the progress of all agreed objectives.

The Trustees have set up regulated 'Equip' bank accounts in Rwanda and all planned expenditure continues to be carried out under the direct control of the UK Charity. Management accounts are maintained and are scrutinised by qualified agents working in Rwanda and in the UK.

Equip continues to work within its Memorandum of Understanding with the Rwandan Ministry of Education (MINEDUC).

The Trustees continue to maintain an up to date risk register which outlines action taken to minimise risk. The Trustees are confident that the actions taken this year have provided increased accountability and better value for money.

Safeguarding training is carried out regularly in the UK and in Rwanda in conjunction with the agency 'thirtyone:eight'.

Summary of the objects of the charity set out in its governing document

Object 1 - to prevent and relieve poverty in east Africa and elsewhere for the public benefit by (but not by way of limitation) providing and assisting in the provision of education, training, health care projects and all the necessary support designed to enable individuals to generate a sustainable income and be self-sufficient and to support communities to find sustainable means of economic growth and regeneration.

Object 2 - the advancement of education on the basis of Christian principles in east Africa and elsewhere for the public benefit including (but not by way of limitation) the provision of such education in any educational establishment and the provision of one or more educational establishments for the general education of children or adults on the basis of such Christian principles as the trustees may from time to time think fit.

Object 3 - to relieve the sickness and promote the preservation of health among people in east Africa and elsewhere for the public benefit by (but not by way of limitation) providing or assisting in the provision of medical supplies, equipment, facilities, services, support, education and practical advice.

Object 4 - the advancement of the Christian faith in accordance with the doctrines set out in the schedule to the articles hereto and the worship of God in East Africa and elsewhere for the public benefit as the trustees from time to time think fit including (but not by way of limitation) the preaching and proclamation of the Christian gospel and the teaching of Christian doctrine and principles and other such purposes which are exclusively charitable according to the law of England and Wales and are connected to the charitable work of the charity.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

Equip continues to operate legally in Rwanda as an International Non Governmental Organisation (INGO), working with the Rwandan Governance Board, the Ministry of Education and local district authorities to deliver quality TVET (Technical and Vocational Education and Training) education and a range of church-led youth community projects.

As part of an ongoing evaluation, Equip reviewed its partnerships and activities based on feedback from monitoring visits and following discussions with the team in Rwanda and key beneficiaries in the field.

Relationships with EPR, a former implementation partner, have remained open so that we can ensure that good use continues to be made of expertise and resources. Visits from field workers have found that the school continues to operate and we are in negotiation about how we can share donated equipment more effectively with other schools. A key learning point for the Charity is that it is important to make expectations clear about how resources should be redeployed once a particular project come to a conclusion.

Following the success of the The Equip Teaching Awards in 2023-24, the winners were invited to lead sessions with groups of other teachers. The aim was to share good practice and promote the scheme to future prospective applicants. Education consultants are currently reviewing the success of these sessions and taking advice about the best way to use the Award Scheme in the future.

Work began to address the issue of school equipment for children and the focus was on those children who attend the Victory Football Academy and through our other current community partners. 50 school bags were created and distributed to these children as a pilot project. These were well received and plans are underway to extend this into the next year.

Victory Football Academy continues with excellent attendance from all three age groups. The coaches have worked with the teams of young players throughout the year in a weekly training programme and have also provided the opportunity for the children to experience friendly competitive matches with other teams. Plans are in place to enter a formal tournament in the following summer. The Academy is well supported in the UK through the provision of football boots, match balls and other training equipment. Training sessions begin with prayer and a short teaching session focusing on a passage from the Bible.

Whilst continuing to support our other existing projects, The Joy of a Child, Miracle Soccer Ministries, Educators for Needy Children and the village of Ayabaraya, the Trustees have decided to pilot our own community project based on the best practice learned from working with these partners. In November 2024, a Sunday morning session was piloted for around 40 children with a view to providing food, Bible teaching and school equipment. The idea is to use our experience to design and model the best way to serve children and families with the resources that we are able to provide. The working title for this project is House of Hope.

The priorities for 2025-26 remain unchanged and the Trustees will continue to evolve the work around The Teaching Awards and Community Support to best suit the emerging challenges and available resources.

In reviewing these activities, the Trustees are confident that they have complied with the guidance issued by the Charity Commission on public benefit.

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- ☐ policy on grantmaking;
- ☐ policy programme related investment;
- ☐ contribution made by volunteers.

Equip continues to utilise offers of help from supporters and activities are designed on an ad hoc basis according to the availability of support, the suitability of skills and the availability of opportunities within the Charity's overall aims and objectives.

Trustees visited Rwanda in February 2025 to, review current activities, appoint a new leadership team and secure accommodation for the local office and emerging community work.

Summary of the main achievements of the charity during the year

Update on 2024-2025 Objectives

A visit by the Trustees took place in February 2025 which involved a deep review of all activities.

The Trustees are happy to answer any specific questions that may arise from this report. Details of how to contact the Trustees can be found on the website at www.equipuk.org.

Objective 1: Continue the development and training of teachers within TVET schools through the Teaching Awards programme.

- ☐ Each 2023-24 Award Winner has led a session with a small group of other TVET teachers to promote best practice.
- ☐ 30 teachers in total have received an attendance certificate for this session.
- ☐ Teachers are currently developing their work with a view to submitting a credible Teaching Award application during the next round.
- ☐ Equip educational leaders are assessing the best way to structure the next round of awards, taking account of this year's activities.

Objective 2: Provide school equipment for vulnerable children (mainly through filled back packs)

- ☐ 50 back packs have been provided to children connected to current Equip activities
- ☐ Further roll out is planned as part of the pilot 'House of Hope' project

Objective 3: The development of Victory Football Academy (to promote school attendance)

- ☐ Weekly training sessions are well attended by all age groups
- ☐ Quality coaching takes place and the opportunity for competitive matches
- ☐ Bible-focused activities are foundational part of the programme

Objective 4: Develop community leadership models and activities

- ☐ The Trustees have worked in conjunction with the following community projects:
 - ☐ Miracle Soccer Ministries
 - ☐ Joy of a Child
 - ☐ Educators for Needy Children
- ☐ The Trustees are developing an independently run activity to provide these support services to key community groups
- ☐ House of Hope launched in November 2024 to pilot and develop this idea.
- ☐ House of Hope will be the focus for this community leadership and development programme in the future.

Section E

Financial review

Brief statement of the charity's policy on reserves

The charity does not hold reserves and ensures that all financial commitments are conditional upon funds being available.

Details of any funds materially in deficit

There are no funds materially in deficit.

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- ☐ the charity's principal sources of funds (including any fundraising);
- ☐ how expenditure has supported the key objectives of the charity;
- ☐ investment policy and objectives including any ethical investment policy adopted.

The charity raised funds from regular and individual donations. This has stabilised and is now consistent compared to previous years.

There are no restricted funds.

Directors' expenses of £1458 (£4334 2023/24) included travel expenses to Rwanda in order to provide monitoring of projects, expert advice to teachers and leaders, and research and evaluation for the revision of current objectives.

Section F

Other optional information

Objectives for the next year:

Objective 1: Continue the development and training of teachers within TVET schools through the Teaching Awards programme.

Objective 2: Provide school equipment for vulnerable children (mainly through filled back packs)

Objective 3: The development of Victory Football Academy (to promote school attendance)

Objective 4: Develop community leadership models and activities through the House of Hope programme

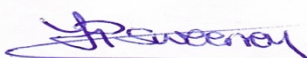
Section G

Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)



Full name(s)

Jonathan Paul Sweeney

Paul Johnson

Position (eg Secretary, Chair, etc)

Trustee

Chair of Trustees

Date

12th January 2025

Receipts	01 April 2024 to 31 March 2025	01 April 2023 to 31 March 2024
Individual Donations	8,040.00	7,561.83
Regular Donations	13,855.41	13,795.68
Gift Aid Tax reclaimed	£3,461.68	£3,135.95
Coins for Kigali	£22.06	£839.64
Mama Eric Tea Parties	£985.84	£0.00
Other Fundraising	£560.46	£2,066.79
Total Receipts	£26,925.45	£27,399.89
Payments		
Funds transferred to Rwanda	£21,000.00	£20,500.00
Equip Project Resources	£303.14	£960.10
Administration & Office Equipment	£795.49	£989.63
Bank FX Charges & PayPal fees	£142.99	£141.68
Directors Travel to Rwanda	£1,457.97	£4,334.83
Safeguarding	£150.00	£226.48
Total Payments	£23,849.59	£27,152.72
Net Surplus / (Deficit) in the year	£3,075.86	£247.17
Brought forward Surplus / (Deficit) from prior years	£11,846.06	£11,598.89
Carried forward Surplus / (Deficit)	£14,921.92	£11,846.06

Balance Sheet at Year End Dates

	31st March 2024	31st March 2024
Assets		
Bank account cash	£14,920.72	£7,672.58
PayPal balance not yet withdrawn and transferred to bank	£1.20	£1,037.53
Gift Aid Tax reclaim on prior year donations accrued.	£0.00	£3,135.95
Total Current Assets	£14,921.92	£11,846.06
Liabilities		
Directors loan	£0.00	£0.00
Accumulated Surplus/(Deficit)	£14,921.92	£11,846.06
Total Net Liabilities	£14,921.92	£11,846.06

PJR 20260109v1

Check zero balance sheet assets and liabilities	£0.00	£0.00
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2024-2025 Annual Accounts	1st April 2024 - 31st March 2025	Notes
Receipts		
Individual donations	£8,040.00	
Regular donations	£10,145.00	
PayPal donations	£3,710.41	1
Gift Aid Tax reclaimed	£3,461.68	2
Coins for Kigali	£22.06	
Mama Eric Tea Parties	£985.84	
Other fundraising	£560.46	
Total Receipts	£26,925.45	
Payments		
Funds transferred to Rwanda	£21,000.00	
Equip Project Resources	£303.14	
Administration and Office Equipment	£795.49	
Bank FX charges and PayPal fees	£142.99	3
Directors' Travel to Rwanda	£1,457.97	
Safeguarding	£150.00	
Total Payments	£23,849.59	
Net Surplus /(deficit) in the year	£3,075.86	
Brought forward Surplus/ Deficit from prior years	£247.17	
Carried forward Surplus/ (Deficit)	£3,323.03	

1. Taken from PayPal report not bank account
2. £3135.95 on bank statement recorded in last year's accounts

3. Includes £56.74 of PayPal fees



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees

Equip

On accounts for the year
ended

31st March 2025

Charity no
(if any)

1134890

Set out on pages

2024/25 Equip Annual Accounts (PJR20260109) – Receipts £26,925.45, Payments £23,849.59, Surplus in the year £3,075.86. Total of Paypal and bank account balances at 31/3/2024 £14,921.92 which is the sum of accumulated surpluses in prior years.

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **31 / 03 / 2025**.

Responsibilities and
basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent
examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

Signed:

Date:

9th January 2026

Name:

Philip James Reid

Relevant professional
qualification(s) or body
(if any):

ACMA retired

Address:

Belford, 2 Brocket View, Acaster Malbis, York. YO23 2PY.

Section B	Disclosure
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Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.