

Equally Ours

England & Wales · Charity number 1135357

Details

Other names	EQUALITY & DIVERSITY FORUM, EQUALITY AND DIVERSITY FORUM
Status	Registered
Legal form	Charitable company
Company number	06464749
Registered	2010-04-07
Register	View on the Charity Commission register

Contact

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Website	www.equallyours.org.uk/

Activities

Objects: 3.1 TO PROMOTE FOR THE BENEFIT OF THE PUBLIC EQUALITY AND IN PARTICULAR THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF AGE, DISABILITY, GENDER, GENDER IDENTITY, RACE, RELIGION OR BELIEF, AND SEXUAL ORIENTATION OR ANY COMBINATION THEREOF BY: 3.1.1 ADVANCING EDUCATION AND RESEARCH ON EQUALITY AND DIVERSITY AND PUBLISHING THE USEFUL RESULTS OF THE SAME TO THE PUBLIC; 3.1.2 CULTIVATING A SENTIMENT IN FAVOUR OF EQUALITY AND DIVERSITY; 3.1.3 ENCOURAGING GOOD PRACTICE IN RELATION TO EQUALITY AND DIVERSITY IN GOVERNMENTAL, PUBLIC AND PRIVATE SECTOR ORGANISATIONS; AND 3.1.4 PROMOTING ACTIVITIES TO FOSTER UNDERSTANDING BETWEEN PEOPLE FROM DIVERSE BACKGROUNDS. 3.2 TO PROMOTE FOR THE BENEFIT OF THE PUBLIC HUMAN RIGHTS (AS SET OUT IN THE UNIVERSAL DECLARATION OF HUMAN RIGHTS ("UDHR") AND SUBSEQUENT UNITED NATIONS CONVENTIONS AND DECLARATIONS AND IN REGIONAL CODES OF HUMAN RIGHTS WHICH INCORPORATE THE RIGHTS CONTAINED IN THE UDHR AND THOSE SUBSEQUENT CONVENTIONS AND DECLARATIONS) BY ALL OR ANY OF THE FOLLOWING MEANS: 3.2.1 RESEARCH INTO HUMAN RIGHTS ISSUES AND PUBLICATION OF THE USEFUL RESULTS THEREOF; 3.2.2 EDUCATING THE PUBLIC ABOUT HUMAN RIGHTS; 3.2.3 PROVIDING TECHNICAL ADVICE TO GOVERNMENT AND OTHERS ON HUMAN RIGHTS MATTERS; 3.2.4 CONTRIBUTING TO THE SOUND ADMINISTRATION OF HUMAN RIGHTS LAW; 3.2.5 COMMENTING ON PROPOSED HUMAN RIGHTS LEGISLATION; 3.2.6 RAISING AWARENESS OF HUMAN RIGHTS ISSUES; 3.2.7 PROMOTING PUBLIC SUPPORT FOR HUMAN RIGHTS; 3.2.8 PROMOTING RESPECT FOR HUMAN RIGHTS AMONG INDIVIDUALS, THE PUBLIC SECTOR AND BUSINESSES; 3.2.9 ADVOCACY OF HUMAN RIGHTS; AND 3.2.10 ELIMINATING INFRINGEMENTS OF HUMAN RIGHTS. 3.3 TO PROMOTE FOR THE BENEFIT OF THE PUBLIC THE EFFICIENCY AND EFFECTIVENESS OF VOLUNTARY SECTOR PROVIDERS (AS DEFINED IN ARTICLE 3.4) WORKING IN THE AREAS OF AGE, DISABILITY, GENDER, GENDER IDENTITY, RACE, RELIGION OR BELIEF, SEXUAL ORIENTATION AND HUMAN RIGHTS (AS DEFINED IN ARTICLE 3.2) OR ANY COMBINATION THEREOF BY: 3.3.1 PROMOTING GOOD PRACTICE WITHIN VOLUNTARY SECTOR PROVIDERS; 3.3.2 PROVIDING TRAINING, CONFERENCES AND SEMINARS ON RELEVANT SUBJECTS; 3.3.3 IDENTIFYING NEEDS IN VOLUNTARY SECTOR PROVIDERS AND ESTABLISHING PROJECTS OR POLICIES TO ADDRESS THEM; 3.3.4 PROVIDING INFORMATION TO THE PRESS AND THE PUBLIC ON THE OPERATION OF, OR PROBLEMS ENCOUNTERED BY, VOLUNTARY SECTOR PROVIDERS; 3.3.5 ACTING AS A REPRESENTATIVE OF THE VOLUNTARY SECTOR PROVIDERS IN RELATION TO GOVERNMENT POLICIES, LEGISLATION AND REGULATION. 3.4 VOLUNTARY SECTOR PROVIDERS MEANS CHARITIES AND VOLUNTARY ORGANISATIONS AS FOLLOWS: 3.4.1 CHARITIES ARE ORGANISATIONS, WHICH ARE ESTABLISHED FOR EXCLUSIVELY CHARITABLE PURPOSES IN ACCORDANCE WITH THE LAW OF ENGLAND AND WALES; 3.4.2 VOLUNTARY ORGANISATIONS ARE INDEPENDENT ORGANISATIONS, WHICH ARE ESTABLISHED FOR PURPOSES THAT ADD VALUE TO THE COMMUNITY AS A WHOLE, OR A SIGNIFICANT SECTION OF THE COMMUNITY, AND WHICH ARE NOT PERMITTED BY THEIR CONSTITUTION TO MAKE A PROFIT FOR PRIVATE DISTRIBUTION. VOLUNTARY ORGANISATIONS DO NOT INCLUDE LOCAL GOVERNMENT OR OTHER STATUTORY AUTHORITIES.

Activities: Equally Ours main activities are: building voluntary sector capacity to advance equality and human rights through a website, e-newsletter and monthly member meetings; informing policy and practice through research, reports, events, guidance, policy briefings and building greater public consensus about the value of equality and human rights

Classification

- **How:** Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training, Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

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

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£524,254	£565,222	£319,383	11
2024-03-31	£737,070	£680,187	£360,351	11
2023-03-31	£737,198	£725,946	£303,468	11
2022-03-31	£559,624	£570,613	£292,216	10
2021-03-31	£596,122	£444,122	£303,205	9

Trustees

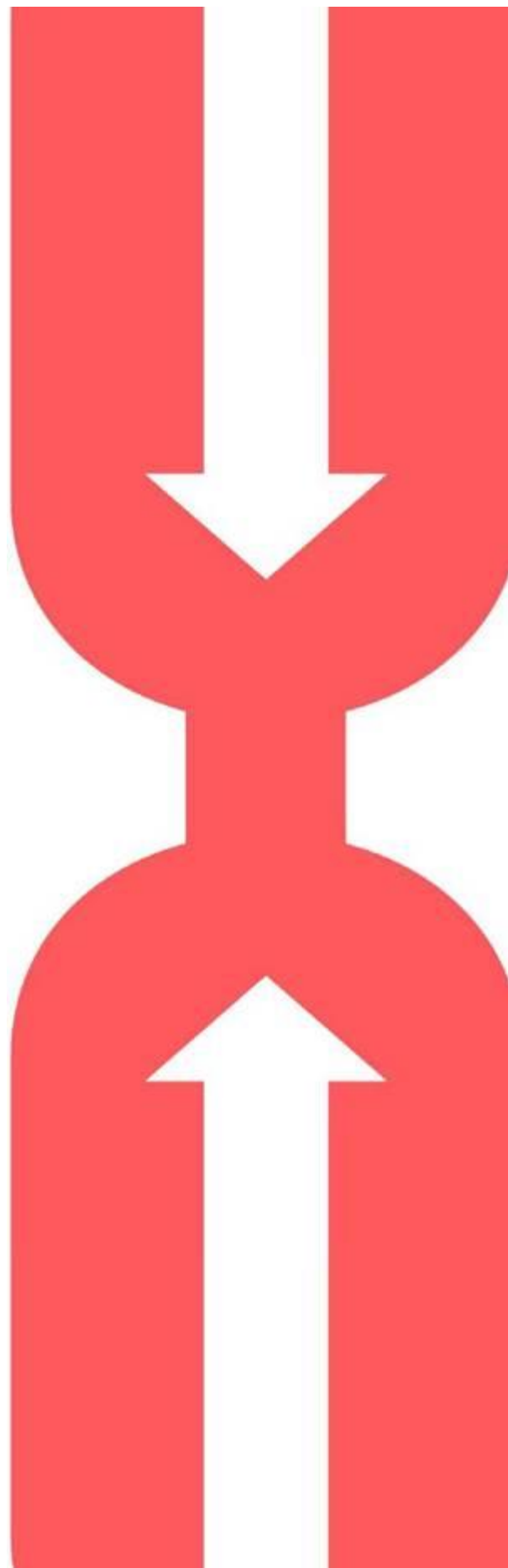
Name	Role	Appointed
Sonali Naik KC	Chair	2024-04-29
Andrew Copson		2024-10-09
Anne Zarin Hainsworth Fadaei		2023-10-11
Colin Graham Davidson		2022-12-14
Elizabeth Webb		2025-11-05
Fazilet Hadi		2025-11-05
Kudsia Batool		2022-12-14
Melanie Field		2025-11-19
Mohammed Ali		2021-07-14
Noella Rose Collingridge		2025-11-05
Sarah Juliet Mann		2023-10-11
Stephen Walcott		2024-10-09

Accounts

EQUALLY ↑ OURS

2024/25
Trustees' report
and financial
statements

For the year ended 31
March 2025



**EQUALLY OURS
TRUSTEES' REPORT AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

Equally Ours was formerly called the Equality and Diversity Forum

Company Number: 06464749

Charity Number: 1135357

We would like to thank all our funders for their commitment and support: The AB Charitable Trust, Barrow Cadbury Trust, City Bridge Trust (via projects with Media Trust and Inclusion London), Esmée Fairbairn Foundation, John Ellerman Foundation, The Legal Education Foundation, MOPAC, Trust for London. All who commissioned our consultancy services during the year (details in the report). And all who provided grants or membership fees to sustain the activities of the Funders for Race Equality Alliance, for which we are proud to provide the secretariat.

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Equally Ours
Reference and Administrative Details
For The Year Ended 31 March 2025

Trustees & Directors	Julie Bishop – Interim Chair until May 2024, then Vice-chair until September 2024, co-opted trustee Sonali Naik KC – Chair, co-opted May 2024 Sarah Mann, elected, Vice-chair from January 2025 Mohammed Ibrahim Ali, Treasurer, co-opted Colin Davidson, elected Kudsia Batool, elected Natalie Cresswell, elected Zarin Hainsworth Fadaei, elected Catherine Burton (resigned 09/10/2024) Stephen Watclott, elected (09/10/2024) Andrew Copson, elected (09/10/2024)
Registered Office	The Foundry 17 Oval Way, London SE11 5RR
Charity Number	1135357
Company Number	06464749
Independent Examiner	Quilfords Chartered Certified Accountants 113 Romford Road London E15 4LY
Bankers	Unity Trust Bank PLC Nine Brindley Place 4 Oozells Square B1 2HB

The trustees present their report and the financial statements for the year ended 31 March 2025.

1. About Equally Ours

Equally Ours' vision is a just and compassionate society, where we are free from harm and can all contribute and flourish, whoever we are, whatever we believe in, and whatever we do or don't have. A society that is equally ours.

Our mission is to advance people's equality and human rights in the UK. We do this by connecting people and organisations, and using our collective evidence, expertise, strength, and influence to create change.

We are a network of member organisations, many of whom are themselves networks. We also work with public bodies, the private sector, think tanks, and lawyers. We value the relationships we have with parliamentarians across parties, ministers and civil servants, and with the Equality and Human Rights Commission, contributing through dialogue, collaboration and, where needed, constructive challenge.

In line with our governing document, our objectives are as follows:

- To promote for the benefit of the public equality and in particular the elimination of discrimination on the grounds of age, disability, gender (sex), gender identity, race, religion or belief, and sexual orientation or any combination thereof.
- To promote for the benefit of the public Human Rights (as set out in the Universal Declaration of Human Rights ("UDHR") and subsequent United Nations conventions and declarations and in regional codes of Human Rights which incorporate the rights contained in the UDHR and those subsequent conventions and declarations).
- To promote for the benefit of the public the efficiency and effectiveness of Voluntary Sector Providers (as defined in Article 3.4) working in the areas of age, disability, gender, gender identity, race, religion or belief, sexual orientation and Human Rights (as defined in Article 3.2) or any combination thereof.

2. The context for our work

We started 2024-2025 with the UK's equality and human rights landscape facing the cumulative impacts of many years of challenging political and public policy measures. These challenges include years of austerity and reduced public services, the erosion of equality legislation, asylum and immigration rights, multiple attempts by successive governments to replace the Human Rights Act with a watered-down Bill of Rights, the Windrush scandal, Brexit, the Covid-19 pandemic, the cost-of-living crisis and the unequal impacts of climate change. All in the context of increasing divisive political and public discourse on issues related to minority disadvantaged groups, such as migrants, the rights of trans people pitted against the rights of women, and war in the Middle East.

These developments highlighted the devastating impact of inequality and the importance of placing human rights at the heart of public policy.

The general election was called on 22nd May 2024, earlier than was generally expected, with Labour elected in July 2024. The far-right response, including the racist riots of August 2024, generated a renewed rise in division and hate, and violently disrupted an already fragile UK society. These attacks, focused on migrant and Muslim communities, were fuelled by online hate speech and misinformation. Together with increases in anti-semitism, they served as a stark reminder of the country's easily stirred up racial intolerance and the potential frailty of social cohesion in the UK.

But there were also significant positive developments and opportunities within our operating context. Not least the fact that the public came out en masse to support the anti-racist response to the riots and in many places outnumbered far-right supporters. Polling over the year consistently continued to show that most people across the country support diversity and human rights.

In addition, since the terrible police murder of George Floyd in the United States and the start of the Covid global pandemic in 2020, mainstream infrastructure charities, Equally Ours and the wider equality and human rights field have together developed greater alignment and collaboration.

The election result created both challenges and opportunities in the context of our work on the social justice agenda. For example, the new government's language and policy proposals on immigration, planned changes to winter fuel payments and social security, and increases in National Insurance contributions, caused significant concern across our network.

On the other hand, we welcomed the government's renewed legislative focus on advancing equality, and commitment to the Human Rights Act and remaining in the European Convention on Human Rights. The publication of the draft Civil Society Covenant for consultation was an important step in rebalancing the relationship and building trust between the public sector and civil society.

Meanwhile, pressure on the UK's membership of the European Convention on Human Rights (ECHR) continued to grow from the political right, reflecting the broader ongoing misconstruction in some sectors of domestic human rights obligations and national interests as being in conflict, particularly in relation to immigration.

All this pointed to the pressing need for concerted action to break down barriers to opportunity, reduce inequalities and take a human rights-based approach to public policy making, in order to create a society that is more cohesive and resilient to future challenges and emergencies.

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3. Our impact: What we achieved in 2024/2025

Through our ten-year strategy, Together for social justice, we continued to make progress on our key strategic areas of law, climate and investment.

- Law - protecting and improving the law on equality and human rights, and its application in public policy and practice.
- Climate - working with members and the wider equality and human rights field to prepare for and respond to climate breakdown and emergencies, and embed climate justice into policy making.
- Investment - focus on increasing investment in solutions to the root causes of inequality and rights abuse.

On each of these strategic ambitions, we continued to influence national policy and legislation by bringing together research, communications, and policy expertise. We worked with human rights and infrastructure bodies in devolved nations to ensure their concerns were represented UK-wide.

In this polarised environment, we maintained cross-sector and cross-community working, even among groups with divergent views, on shared priorities like defending the Human Rights Act. We shaped the government's proposed changes to equality law that could have the greatest impact for people experiencing discrimination and multiple disadvantage.

Below are our key activities and impact under each of our strategic objectives during the year 2024-2025.

LAW

General election

Our annual strategy-setting gathering of member CEOs and chairs in May 2024 took place the day after the general election was called, which helped us to act quickly and to hone our influencing plans with strategic insights from leaders in our network.

In 2023 we had engaged with the Labour party's manifesto development process (the only party to have an open process) and this helped secure commitments in the Labour party's manifesto to:

- strengthen equality law, including extending the equal pay regime to race and disability, expanding pay gap reporting to cover race, disability and outsourced workers, and consider how to commence certain provisions of the Equality Act 2010: Part 1 (the Socio-Economic Duty) in England and Section 14 (combined discrimination)
- level up hate crime protections
- embed equality across their missions.

In June 2024 we published a statement General election 2024: a call for humanity with over 40 signatories, calling on all political parties, candidates and people working for them to reject harmful, divisive rhetoric in political campaigning and instead to commit to dealing responsibly and fairly with politically sensitive topics relating to people and communities, whether defined by shared protected characteristics or the disadvantages they face. We called for a zero-tolerance approach to incitement to violence or hatred, dog-whistle politics, misogyny, racism, homophobia, transphobia, xenophobia, and all other forms of discrimination in campaigning and conduct. And for political parties to put in place measures to make the election more inclusive.

We also worked with members to produce a shared manifesto for the next government and develop an influencing strategy. The manifesto was shared with members, along with suggestions for how they can embed it into their own work on the election. It was also shared widely with key contacts.

Over the summer in 2024 we ran two well-attended member meetings focused on equipping members to adapt to working with a new government and with post-election planning, emphasising the need to focus constructively on influencing shared priorities while maintaining accountability, at which:

- Louise King, director of Children's Rights Alliance England, Debbie Gupta, former policy director at Stonewall, and Mary-Ann Stephenson, director of the Women's Budget Group, shared their experiences of working with and influencing past Labour governments.
- Mariam Keating, Head of the Home Affairs, Human Rights, Equalities and Justice Policy Hub - House of Commons Committee Office, briefed members on holding the new government to account, what happens in the post-election period with select committees, and how members can engage with them.

In the initial post-election period we pivoted our policy engagement to focus on advocacy for the shared priorities set out in our manifesto asks, through writing to new ministers, regular bilateral meetings with lead civil servants in the new Office for Equality and Opportunity in Cabinet Office, and establishing relationships with the new chair of the re-constituted Joint Committee on Human Rights and staff working to the Women and Equalities Select Committee.

Response to racist riots

In response to the racist riots of August 2024, Equally Ours issued a statement on X and LinkedIn unequivocally condemning the racist riots and standing in solidarity with Muslim, migrant and racialised communities targeted. We provided additional well-being support to Black and racialised team members; and worked across the team to build a more strategic response into our activities to the end of the year.

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**Equally Ours
Trustees' Report (continued)
For The Year Ended 31 March 2025**

This included convening an event with and for member CEOs held in October 2024. In addition to being a space for solidarity and knowledge exchange, the CEOs' event centred the voices of Black and racialised leaders. It strongly highlighted the need for a cross-governmental strategy on racial justice, and action tackling racism at a structural level rather than just as a criminal justice or community cohesion issue. This was one of our manifesto asks and we continued (and continue) to make the case for this to civil servants and government, as well as advocating for specific legislative and policy changes that will advance racial and intersectional racial justice (see sections below on Law and Investment).

In addition, the Funders for Racial Equality Alliance, for which we provide the Secretariat, produced a joint letter with Civic Power Fund, Justice Together Initiative and Migration Exchange in response the racist and Islamophobic riots that took place during the summer. The group worked towards a pooled fund, to support existing initiatives, groups and platforms which are currently underfunded.

Civil Society Group and Civil Society Covenant

We continued to participate in influential networks beyond the equality and human rights communities, for example, the Civil Society Group (CSG), a collaboration between infrastructure organisations including NCVO, ACEVO, and NAVCA.

Working with Equally Ours members and the CSG we contributed to the development of the new government's Civil Society Covenant. Our CEO input to early thinking through a CSG awayday in September 2024 and joined the launch of the consultation on the Covenant at 10 Downing Street.

In November 2024 we hosted an engagement workshop between our members and ACEVO and NCVO colleagues leading on the development of the Covenant with the government. We captured member views to shape the Equally Ours network's response, submitted in December 2024, which is here. It called for an additional, overarching equality and human rights principle to inform the other principles that sit underneath it, and made the case for a rights-based approach to the relationship between civil society and public bodies. This contributed to significant strengthening of the prominence and role of rights within the Covenant.

Influencing strategy

We welcomed the government's renewed focus on improvements to equality law, engaging regularly with the newly formed Office for Equality and Opportunity (OEO) in Cabinet Office on behalf of the network. We convened a meeting in October 2024 between members and Ieuan Willox, Deputy Head, Equality Framework Team in the OEO, who set out plans for the year ahead in relation to the Employment Rights Bill and Draft Equality (Race and Disability) Bill and took questions from members.

In November 2024 in collaboration with members we published a five-year influencing strategy and then a 2024/25 action plan, and these provided a clear but flexible framework for us to work within, which covered further machinery of government changes, including the need for a cross-departmental race equality strategy, and mechanisms for embedding equality across the government's missions. It focuses on the following six priority areas:

1. Strengthen legal protection of equality and human rights, including by repealing or preventing regressive laws
2. Strengthen the institutional framework for equality and human rights
3. Harness public investment to reduce structural inequalities
4. Reduce inequalities in the labour market, in particular by reducing pay and employment gaps, and improving access to redress for discrimination and harassment
5. Strengthen protection against and responses to hate crime
6. Address the unequal impacts of climate change

At the start of 2025 we established a Policy Influencing Working Group (PIWG) open to all members, associates and observers. It met fortnightly to collaborate on taking action on these influencing areas, reporting back to and consulting as needed with the wider membership, including through fortnightly emails and quarterly member meetings. With the PIWG and broader membership we agreed priorities to focus on in relation to the upcoming OEO's equality legislation call for evidence: combined discrimination, the socio-economic duty, the public sector equality duty, and pay discrimination. Progress made on these in the final part of the financial year included:

Employment Rights Bill: In February we sent a briefing to parliamentarians on our key asks of the Employment Rights Bill (ERB). We supported the extension of time limits in discrimination claims. We recommended reinstating provisions in the Equality Act 2010 that were repealed by a previous government: the questionnaire procedure and power of Employment Tribunals to make wider recommendations. We drafted amendments to the ERB on the latter two, and while we were unable to identify MPs or peers to table the amendments, it has helped to raise these issues which we came back to in our response to the Equality Law call for evidence, with the aim of them being included in future in the Equality (Race and Disability) Bill.

Consultation on the Equality (Race and Disability) Bill: mandatory ethnicity and disability pay gap reporting. We briefed members about the forthcoming consultation and began development of a draft response.

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Hate Crime

We are contracted by the Mayor's Office for Policing and Crime (MOPAC) to coordinate the London Hate Crime Stakeholder Reference Group (SRG). This is the key route for over a hundred London community groups to share their lived experience and experience from providing direct services to community members, and to influence and improve MOPAC, the Metropolitan Police Service and Transport for London's work on preventing and responding to hate crime, and to hold them to account. During 2024/25, we convened four meetings of the SRG, each with around 30 participants. The SRG meetings focused on:

- The role of the Metropolitan Police Service in tackling hate crime: How hate crimes are investigated, the Race Action Plan, and community engagement plan, with Inspector Abdul Haque.
- Opportunities and challenges for national hate crime legislation and policy under the new government, with Paul Giannasi OBE (Police Hate Crime Policy Lead) and Mike Ainsworth (National Independent Advisory Group on Hate Crime for Policing and Criminal Justice).
- The role of MOPAC in preventing and tackling hate crime, including the forthcoming consultation on the London Police and Crime Plan, victim support and support for civil society organisations, work with statutory and civil society partners, responding to trigger events and violence targeting specific communities.
- Falling confidence in police reporting of hate crime; the role of Restorative Justice Services in responding to hate crime; early findings from Protection Approaches and the University of Lancaster on their consultation on community views of what should be in a national hate crime strategy.

We worked with the SRG and its steering group to prepare and submit a response in March 2025 to the Mayor's consultation on the London Police and Crime Plan, the first time the SRG has made a policy submission.

CLIMATE and INVESTMENT

The growth agenda

We developed a programme to focus on engaging members and London-based equality groups at the intersection of climate and public investment policy agendas, connecting local to national influencing, particularly in relation to the government's growth and green jobs missions and impact investment. We were successful in our application to the City Bridge Trust Anchor Programme, securing £924,900 over 9 years. The work will begin with recruitment in Q3 in 2025/26.

Over the year we also developed a partnership and planned a project between Equally Ours and members, the Voluntary and Community Sector Emergencies Partnership, and Communities Prepared, and submitted a bid to the Big Lottery Climate Action Fund in March 2025.

Supporting the Funders for Race Equality Alliance (the Alliance)

As the secretariat for the Funders for Race Equality Alliance, we continued to support investment in Black and minoritised-led organisations through racial justice funding. We made progress on the Alliance's three strategic goals:

1. Increased understanding and focus on decolonisation, intersectionality and racial justice.
2. Increased and improved funding to address racial justice.
3. Increased and sustained Black and Global Majority representation at all levels.

Over 2024-25, we hosted four steering group meetings, four member meetings, and a conference.

The Alliance released its annual Racial Justice Audit Tool at its conference in December 2024. The analysis identified key funding trends and provided a collective benchmark for UK funders to improve grant-making practices and develop pooled resources. Building on this, the Alliance developed new partnerships, including with TRIUMPH (Tackling Racism and Inequality with Underrepresented and Marginalised People Honestly), where FREA was invited to present audit findings as part of their investment and accountability solution spaces.

The Alliance also collaborated with the Trauma Informed Grantmaking Community of Practice and the DEI Data Standard, strengthening our contribution to sector-wide learning. In addition, they partnered with London Funders to host "Creating a Stronger Relationship: An Honest Space for Funders and Race Equality Organisations." Attended by more than 25 people, the event provided an important forum for open dialogue and collaboration between funders and those working in the race equality sector.

SECTOR STRENGTH: strategic communications capacity building and consultancy

In addition to our thematic strategic priorities, we play a role at infrastructure level, building the capacity of civil society groups to advance people's equality and human rights. We delivered a combination of grant-funded and consultancy projects, aimed at equipping equality, human rights and poverty groups and wider civil society to have greater reach and influence by applying strategic communications and narrative reframing techniques to their policy advocacy and communications. Our projects in 2024/25 were:

Zero Tolerance, in partnership with White Ribbon Scotland, contracted Equally Ours to produce foundational research exploring men's attitudes to gender equality, violence against women and girls (VAWG) and ways to encourage men to care about VAWG issues.

We conducted and reported on qualitative public research working with a specialist external qualitative researcher, comprising a week-long online forum with 24 men aged 16-45 in Scotland and eight depth interviews.

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**Equally Ours
Trustees' Report (continued)
For The Year Ended 31 March 2025**

The findings informed our development of the quantitative phase of the research, a survey of 1,000 men in Scotland which took place over August 2024. 250 men formed the control group and were shown a series of attitudinal statements that reflected dominant and expert views and had to choose the position they most closely aligned with. 750 formed the test group and were shown three reframed messages about gender roles, equality between men and women, and VAWG, followed by the attitudinal statements. The results showed that the reframed messages were successful and resulted in lower levels of support for dominant views and increased support for the expert view.

We produced 'Addressing men's violence against women and girls: evidence and ideas for communicating with men', a report on the research and a communications guide for Zero Tolerance and their wider network.

Talking About Disability We completed the final phase of our partnership with Inclusion London and Inclusion Barnet, Talking about Disability, funded by City Bridge Trust. The project aimed to improve public understanding of disability and the role of Deaf and Disabled People's Organisations (DDPOs) by applying narrative reframing techniques and values-based communication.

From April-May 2024 we supported 12 London-based DDPOs through a tailored version of our Communications for Change programme, a three-part training designed to embed evidence-led reframing strategies into their advocacy and communications, refocused on the TAD research findings and priorities of the DDPOs we co-produced in 2023/24.

Feedback was overwhelmingly positive, 100% of participants said they would recommend the training. Many spoke of the transformative effect:

"We're going to have... a much more digestible and easier to understand and powerful business plan,"

"It brought home to me that we need to have comms explicitly in our new business plan, not just assumed."

Participants reported increased knowledge, confidence, and clarity in their messaging, moving away from overly technical content toward more values-driven narratives. One noted they were now:

"thinking more carefully about our messages on social media and what we are trying to achieve."

Organisations began making more intentional communication choices, refining mission statements, and aligning messaging with strategic objectives.

Our consultancy sessions were particularly valued, offering tailored support that bridged the gap between leadership strategy and operational delivery. One participant said,

"It was one of my favourite parts of the whole project... really useful to sit with an expert on messaging and rework some of our messages."

We ensured that the programmes were accessible throughout. Participants praised the inclusion of BSL, Speech To Text Reporters, image descriptions, neurodiversity-friendly formats, and flexible learning. As one participant noted,

"The accessibility was one of the best of any training session I have been on."

Ultimately, this project laid the groundwork for long-term cultural and strategic change within the sector. As summarised by Claire Fisher, Head of Communications and Engagement at Inclusion Barnet:

"Equally Ours' deep expertise in social justice and strategic communications truly helped us to shift hearts and minds"

Communications for Change is our long-standing annual programme of training, funded by Trust for London to support equality and poverty charities in the capital to develop strategic communications skills.

In the last quarter of 2024/25 we took the final cohort through the programme, which comprised three training workshops and three communities of practice and a 1-1 three-hour expert communications consultancy session.

Participant feedback included:

"The course was well written and delivered. I particularly liked the way materials had been adapted for different learning styles and attendees with learning needs."

"It has been so helpful for me. I have moved into a new role and the training has made things so much clearer and easier for me. Teaching style and trainers are amazing."

"Cat and Kathryn were very helpful and created a welcoming environment that allowed us to share and learn. They were knowledgeable and encouraged us."

Stronger Voices is a City Bridge Trust-funded project led by Media Trust to increase communications capacity for London-based equality organisations. Equally Ours was the strategic communications programme partner. We advised on selection of the cohort as part of the programme steering group. The 21 organisations who participated included Haringey Migrant Support Centre, Carers for Carers, London Friend, Kalayaan, the Black Adoption Project, and the Rise Collective. We delivered our two-part Communications for Change workshops and two days of 1-1 consultancy sessions.

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By the end of the programme, the indicators for our elements of the programme showed that 100% felt confident in communicating effectively to their organisation's audiences. This was an increase of 85% from the start of the programme where only 15% of respondents felt confident. 81% rated their knowledge of developing and framing key messages as high, compared to 10% at the start of the programme, an increase of 71%.

EQUALLY OURS' STRENGTH

Anti-racism programme: Building on our commitment to anti-racism in policy and practice across all our work, we continued roll out of our programme with a successful Board and Executive learning session led by Yasmeen Akthar and Julia Oertli of the Inchange consultancy in October 2024.

We updated our well-being and pay policies through an anti-racism lens. We also introduced trauma-informed coaching available for all staff provided by an expert in racial justice.

We embedded anti-racism across the organisational structural review, including producing an equality impact assessment of proposed changes.

We combined our long-standing good practice recruitment measures with some new measures to strengthen and refresh our recruitment pack. As with all recruitments, we assessed whether to use additional positive action for our roles, such as the tie-break provision under Section 159 of the Equality Act 2010. Over half of people recruited into senior programme and senior operational roles since 2015 at Equally Ours have been from Black and racialised minority backgrounds. However, a disproportionately low percentage - one quarter - have been recruited into senior policy roles. This mirrors the lack of diversity on the basis of race in policy-influencing roles in the voluntary sector more widely. On that basis, we review for each recruitment whether to use the tie-break provision, and where relevant set this out in our recruitment materials.

Organisational resilience and sustainability: Due to a number of factors, our capacity was limited in 2024/25, causing delays to our planned organisational development. However, we ended the year with the completion of the restructure element of our Structure and Sustainability review, with the support of external consultants Coconut Octopus. Resulting changes agreed by the board, including recruitment to strengthen our policy and public affairs team, is being delivered in 2025/26.

Membership remained closed to applications, pending the membership scheme element of the Structure and Sustainability review, which will take place in 2025/26.

The different elements of the Structure and Sustainability review, together with the recruitment of our new chair and Chief Operating Officer during 2024/25, aim to put Equally Ours in the best possible position to deliver on Together for Social Justice, our ten-year strategy.

4. Our impact: members' views

Our annual membership survey in the past year revealed the positive impact that Equally Ours had on people and organisations across the equality and human rights sector. Equally Ours members consistently rated their satisfaction highly with an average score of 9/10. Members who completed our survey consistently described the network as a source of insight and inspiration, strengthening their ability to advance equality and human rights in both local and national contexts.

Survey responses showed that Equally Ours kept members informed of national policy developments, allowing them to share knowledge within their regions and their respective organisations. As one member explained, Equally Ours:

"keeps us informed of national developments for promulgation within the SW Region's women's organisations. Allowed us to input into policy interventions on behalf of local women. Energised me to keep on campaigning."

Members also reported that Equally Ours maximised opportunities to protect and advance human rights, increase progressive dialogue across sectors, and strengthened their ability to influence policy and legislation. As one member reflected:

"Joint submissions and inclusion strengthened our impact and helped us achieve our mission."

Another described the personal benefit of membership:

"Huge difference. Provided an opportunity to understand more equality and human rights arguments."

Through our member participation, members reported a stronger understanding of intersectionality, rights-based approaches, and equality within a human rights framework. They also reported that the network improved their ability to communicate effectively about these issues and to build stronger connections with peers. As one member commented:

"Equally Ours helped us to connect with other organisations, develop our understanding of key issues, and supported us to respond to Government rights and equality issues."

Equally Ours also supported members' respective organisations' effectiveness over the past year, citing improved access to funding and opportunities to contribute to shared policy positions, strategy development, and coordinated action informed by an intersectional evidence base. As one member highlighted:

"The Policy Influencing Working Group was brilliant - allowed us to feed into consultations we didn't have capacity to respond to. The newsletter was a really useful source of info."

When asked what members valued the most about their Equally Ours membership with Equally Ours, respondents reported:

- Opportunities to influence collective policy positions and participate in strategic action.
- Engagement with government departments, policymakers, and wider influencing networks.
- Staying up to date with policy, equality, and human rights developments.
- Sharing knowledge, experiences, and challenges with peers.
- Access to tools, training, and consultancy support to drive organisational change.

Looking ahead, members expressed a desire to maintain online accessibility for greater regional participation, expand opportunities for practical training, and host low-cost events on public policy, criminal justice, and communications. One member concluded,

"Equally Ours supported us with strategic communications and delivered a research project with us. It very much helped us develop our thinking around strategic communications and compile goals for future work."

5. The year ahead

Our members and the sector they operate within are reporting that they are under significant strain, with women's and minoritised groups disproportionately affected. At the same time, the sector is being asked to do more with less. Increased demand for services, financial pressures, staff burnout, and the ongoing struggle for sustainable resources are impacting the capacity of organisations that play a key role in safeguarding rights and wellbeing, more so than ever.

Despite the heightened difficulties right now, there are significant opportunities to use our collective evidence and voice to achieve positive change, and we will make the most of them. In the year ahead, our public policy influencing will continue delivery of our five-year influencing strategy, focused on:

1. Improving equality law, through responding to the Office for Equality and Opportunity's call for evidence on equality law and further developments in relation to:

- The OEO's commissioned research into pay discrimination through our role on the research advisory group, and by responding to the consultation on ethnicity and disability pay gap reporting
- Ensuring effective commencement and implementation of Section 14 of the Equality Act 2010 on Combined Discrimination, including by convening a summit that centres lived experience and brings together the OEO, civil society and community members, legal and academic experts
- Improving the Public Sector Equality Duty, focused on proposing that the UK Government should develop and consult on proposed new specific duties for public bodies in England
- Ensuring effective commencement and implementation of Part 1 of the Equality Act 2010, the Socio-economic Duty (SED), as part of the steering group of the 1ForEquality Campaign led by Just Fair and the Equality Trust. The Socio-Economic Duty would place poverty reduction and socio-economic disadvantage at the heart of policymaking by public bodies.

2. Making the case to government and stakeholders to use policy-making levers on investment, growth and the green economy to reduce structural inequalities.

3. Increasing support for and protecting existing rights, including by addressing the impacts of the rise in far-right rhetoric and activity. These are posing a growing and real threat to the rule of law and to people's equality and human rights, both within communities and within the policy-making environment.

This comes at an important moment as we will be rebuilding and strengthening our Policy and Public Affairs function with the appointment of three new part-time posts: Director of Policy and Public Affairs, Head of Policy, and Communications and Engagement Officer.

Along with re-opening our membership in October 2025, we are hopeful that we will be in a strong position to respond to the challenges and support the network with opportunities to advance our shared pan-equality and human rights priorities under the current government.

6. Structure, Governance and Management

Trustee board

Up to eight Equally Ours' Trustees are elected by the members of the Equally Ours policy network; up to six can be co-opted. In February 2024, Julie Bishop, our vice-chair stepped up as interim chair pending the recruitment for the permanent chair position. In May 2024, Sonali Naik KC was appointed as Equally Ours' new Chair, following an open recruitment process. Cat Burton stood down and Stephen Walcott and Andrew Copson were elected as trustees in October 2024. All of our board members bring lived experience of one or more of the equality and human rights issues we work on, alongside extensive knowledge of equality and human rights together with experience of senior management and governance within the voluntary sector and other sectors.

The Board and Equally Ours members are committed to ensuring that the Board maintains a diverse membership and possesses the skills and knowledge to enable Equally Ours to operate successfully, and we conduct an audit every year to help inform the elections and co-options processes. Trustees meet a minimum of four times a year and are responsible for the organisation's overall strategy and governance and for proper use of its resources. Trustees pay close attention to the views of the member organisations but act independently. Equally Ours is both a registered charity and a company limited by guarantee. It is governed by its Memorandum and Articles of Association, which were approved and adopted in January 2008 (upon registration as a charitable company) and as amended in November 2018.

**Equally Ours
Trustees' Report (continued)
For The Year Ended 31 March 2025**

Staff team

The staff team in 2024-2025 were:

- Ali Harris, Co-Chief Executive, 0.8fte
- Mandy Mahil, COO, full-time, from July 2024
- Kamille Leon, Office and Resources Manager, full-time
- Kathryn Quinton, Communications Director, full-time
- Cat Whitehouse, Head of Strategic Communications, full-time, till June 2024
- Tansy Hutchinson, Head of Policy, full-time, until April 2025
- Lukia Nomikos, Community Engagement Officer, full-time, until April 2024
- Tracey Agyeman, Director, Funders for Race Equality Alliance (FREA), full-time
- Ellora Kowalczyk, FREA Programme Officer, 0.8fte
- Jacqueline Agyei, Administrative Officer, temporary contract until December 2024
- Jen Damaris, Community Engagement Officer, 0.8fte, from January 2025

We were grateful for consultancy expertise during periods of long-term staff medical leave, provided by Melanie Field in supporting us 1.5 days a week on policy and public affairs; and by Paul Brook working with us to complete the strategic communications project with Zero Tolerance.

Key management personnel were the CEO and COO. Their pay and remuneration were set at the time of their recruitment by benchmarking similar roles in comparable organisations. All fundraising activity for Equally Ours was carried out by the staff.

7. Public benefit

In carrying out its work Equally Ours pays due regard to Charity Commission guidance concerning public benefit. The Trustees are satisfied that all Equally Ours' activities in 2024/25 were of public benefit and that the charity's funds were spent to achieve public benefit.

Membership list

Members

Members of Equally Ours are formally members of the charity and play a governance role.

Age UK
British Institute of Human Rights
Children's Rights Alliance for England
Disability Rights UK
Discrimination Law Association
End Violence Against Women Coalition
Equality Trust
Fairness Foundation
Fair Play South West
Fawcett Society
Friends, Families and Travellers
Gender Identity Research & Education Society
Humanists UK
Law Centres Network
Maternity Action
Mind
National Alliance of Women's Organisations
Race on the Agenda
Royal National Institute for Deaf People
Royal National Institute of Blind People
Runnymede Trust
Security Women
SignHealth
Stonewall
Trades Union Congress
Traveller Movement
UNISON
Women's Budget Group
Women's Resource Centre

Associate members

Amnesty International UK
Black South West Network
Carers UK
Child Poverty Action Group
Chronic Illness Inclusion
Citizens Advice
Employers Network for Equality & Inclusion
Equal Rights Trust
EqualITeach

...CONTINUED

**Equally Ours
Trustees' Report (continued)
For The Year Ended 31 March 2025**

Fairness Foundation
FiLia
Galop
HEAR
Inclusion London
Inclusion North
Just Fair
Law Society
Liberty
Migrant Centre NI
Migrants' Rights Network
National Association of Welfare Rights Advisers
National Survivor User Network
Northern Ireland Council for Racial Equality
Race Equality First
Refugee Council
René Cassin
Restorative Justice for All
Royal College of Nursing
Stop Funding Hate
Unite The Union
Voice 4 Change England
Why Me?
YESS Law
Young Women's Trust
LGBT Consortium

Observers

Centre on Migration, Policy and Society
Equality and Human Rights Commission
Government Equalities Office/ Office for Equality and Opportunity
Greater London Authority
Independent Police Complaints Commission
Joint Committee on Human Rights of the UK Parliament
JUSTICE
Local Government Association
Macmillan Cancer Support
Ministry of Housing, Communities and Local Government
Ministry of Justice
Office of the Committee for Employment & Social Security, States of Guernsey
Scottish Human Rights Commission
The Office of the Children's Commissioner for England
UN Women UK
Unicef UK
Women and Equalities Select Committee

Small Company Rules

This report has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The trustees' report was approved by the board of trustees and signed on its behalf by:

Sonali Naik

Sonali Naik KC
Chair of Trustees

Date: 4th November 2025

Equally Ours
Independent Examiner's Report to the Trustees of Equally Ours
For The Year Ended 31 March 2025

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

Responsibilities and Basis of Report

As the charity 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 The 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 the Company 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.



Askir Ali
Quilfords Chartered Certified Accountants
113 Romford Road
London
E15 4LY

Date: 04/11/2025

Equally Ours
Statement of Financial Activities (including Income and Expenditure Account)
For The Year Ended 31 March 2025

				2025	2024
		Unrestricted funds	Restricted funds	Total funds	Total funds
	Notes	£	£	£	£
INCOME AND ENDOWMENTS FROM:					
Donations and legacies	3	100,786	348,110	448,896	659,373
Other	4	40,358	35,000	75,358	77,697
		<u>141,144</u>	<u>383,110</u>	<u>524,254</u>	<u>737,070</u>
EXPENDITURE ON:					
Charitable activities:	6				
Charitable activities		(249,206)	(316,016)	(565,222)	(680,186)
NET (EXPENDITURE)/INCOME		<u>(108,062)</u>	<u>67,094</u>	<u>(40,968)</u>	<u>56,884</u>
Transfers between funds	13	209,766	(209,766)	-	-
NET MOVEMENT IN FUNDS		<u>101,704</u>	<u>(142,672)</u>	<u>(40,968)</u>	<u>56,884</u>
RECONCILIATION OF FUNDS:					
Total funds brought forward		<u>(2,887)</u>	<u>363,238</u>	<u>360,351</u>	<u>303,467</u>
TOTAL FUNDS CARRIED FORWARD	13	<u>98,817</u>	<u>220,566</u>	<u>319,383</u>	<u>360,351</u>

The notes on pages 15 to 19 form part of these financial statements.

Equally Ours
Comparative Statement of Financial Activities (including Income and Expenditure Account)
For The Year Ended 31 March 2025

				2024
		Unrestricted	Restricted	Total funds
	Notes	funds	funds	
		£	£	£
INCOME AND ENDOWMENTS FROM:				
Donations and legacies	3	195,854	463,519	659,373
Other	4	63,722	13,975	77,697
		<u>259,576</u>	<u>477,494</u>	<u>737,070</u>
EXPENDITURE ON:				
Charitable activities:	6			
Charitable activities		(253,797)	(426,389)	(680,186)
NET INCOME		<u>5,779</u>	<u>51,105</u>	<u>56,884</u>
NET MOVEMENT IN FUNDS		5,779	51,105	56,884
RECONCILIATION OF FUNDS:				
Total funds brought forward		(8,666)	312,133	303,467
TOTAL FUNDS CARRIED FORWARD	13	<u>(2,887)</u>	<u>363,238</u>	<u>360,351</u>

The notes on pages 15 to 19 form part of these financial statements.

**Equally Ours
Balance Sheet
As At 31 March 2025**

				2025	2024
		Unrestricted funds	Restricted funds	Total funds	Total funds
	Notes	£	£	£	£
FIXED ASSETS					
Tangible Assets	10	-	-	-	2,619
		-	-	-	2,619
CURRENT ASSETS					
Debtors	11	24,224	183,274	207,498	224,582
Cash at bank and in hand		-	241,181	135,738	162,880
		24,224	424,455	343,236	387,462
Creditors: Amounts Falling Due Within One Year	12	(129,296)	-	(23,853)	(29,730)
NET CURRENT ASSETS (LIABILITIES)		(105,072)	424,455	319,383	357,732
TOTAL ASSETS LESS CURRENT LIABILITIES		(105,072)	424,455	319,383	360,351
NET ASSETS		(105,072)	424,455	319,383	360,351
FUNDS OF THE CHARITY					
Restricted Funds				220,566	363,238
Unrestricted Funds				98,817	(2,887)
TOTAL FUNDS	13			319,383	360,351

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

The members have not required the charitable company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

On behalf of the board

Sonali Naik

Sonali Naik KC
Chair of Trustees

Date: 4th November 2025

The notes on pages 15 to 19 form part of these financial statements.

Equally Ours
Notes to the Financial Statements
For The Year Ended 31 March 2025

1. General Information

Equally Ours is a company limited by guarantee, incorporated on 5th January 2008 , registered number 06464749 and registered charity number 1135357. The registered office is 17 Oval Way, London, SE11 5RR.

2. Accounting Policies

2.1. Basis of Preparation of Financial Statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)", Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Companies Act 2006.

The charitable company is a Public Benefit Entity as defined by FRS 102.

2.2. Cash and Cash Equivalents

Cash and cash equivalents are basic financial assets and include cash in hand and deposits held at call with banks, other short-term highly liquid investments that mature in no more than three months from the date of acquisition and are readily convertible to a known amount of cash with insignificant risk of change in value, and bank overdrafts.

3. Income from Donations and Legacies

	Unrestricted funds	Restricted funds	2025 Total funds
	£	£	£
Donations and gifts	769	-	769
Member subscriptions and sponsorships	14,850	-	14,850
Grants	85,167	348,110	433,277
	<u>100,786</u>	<u>348,110</u>	<u>448,896</u>
			2024
	Unrestricted funds	Restricted funds	Total funds
	£	£	£
Donations and gifts	1,257	-	1,257
Member subscriptions and sponsorships	22,100	70,000	92,100
Grants	172,497	393,519	566,016
	<u>195,854</u>	<u>463,519</u>	<u>659,373</u>

4. Other Income

	Unrestricted funds	Restricted funds	2025 Total funds
	£	£	£
Sponsorship	-	-	-
Strategic comms service	40,358	35,000	75,358
Training fees	-	-	-
	<u>40,358</u>	<u>35,000</u>	<u>75,358</u>

Equally Ours
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

	2024		
	Unrestricted funds	Restricted funds	Total funds
	£	£	£
Sponsorship	-	2,000	2,000
Strategic comms service	63,222	11,975	75,197
Training fees	500	-	500
	<u>63,722</u>	<u>13,975</u>	<u>77,697</u>

5. Net Income/(Expenditure)

The net (expenditure)/income is stated after charging/(crediting):

	2025	2024
	£	£
Bad debts	-	200
Research and developments costs	16,373	20,630
Depreciation of tangible fixed assets - owned	<u>2,619</u>	<u>2,100</u>

6. Analysis of Expenditure

	2025		
	Activities undertaken directly	Support costs (see note 7)	Total
	£	£	£
Charitable activities	<u>47,337</u>	<u>517,885</u>	<u>565,222</u>
			2024
	Activities undertaken directly	Support costs (see note 7)	Total
	£	£	£
Charitable activities	<u>76,853</u>	<u>603,333</u>	<u>680,186</u>

7. Support Costs

	2025
	Charitable activities
	£
Employee costs	381,271
Premises expenses	32,940
Programme costs	100,635
Depreciation	2,619
Interest payable	420
	<u>517,885</u>

Equally Ours
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

	2024
	Charitable activities
	£
Employee costs	500,947
Premises expenses	28,462
Programme costs	52,486
Depreciation	2,100
Interest payable	662
Governance costs	18,676
	<u>603,333</u>

8. Staff Costs

Staff costs were as follows:

	2025	2024
	£	£
Wages and salaries	312,040	417,342
Social security costs	26,311	38,198
Other pension costs	25,789	30,475
	<u>364,140</u>	<u>486,015</u>

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000.

9. Average Number of Employees

Average number of employees during the year was: 7 (2024: 8)

10. Tangible Assets

	Computer Equipment
	£
Cost	
As at 1 April 2024	<u>8,399</u>
As at 31 March 2025	<u>8,399</u>
Depreciation	
As at 1 April 2024	5,780
Provided during the period	<u>2,619</u>
As at 31 March 2025	<u>8,399</u>
Net Book Value	
As at 31 March 2025	<u>-</u>
As at 1 April 2024	<u>2,619</u>

Equally Ours
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

11. Debtors

	2025	2024
	£	£
Due within one year		
Trade debtors	189,205	144,752
Other debtors	18,293	79,830
	<u>207,498</u>	<u>224,582</u>

12. Creditors: Amounts Falling Due Within One Year

	2025	2024
	£	£
Trade creditors	13,009	300
Other creditors	(3,504)	4,608
Taxation and social security	14,348	24,822
	<u>23,853</u>	<u>29,730</u>

13. Movement in Funds

	As at 1 April 2024	Income	Expenditure	Transfers	As at 31 March 2025
	£	£	£	£	£
Unrestricted funds					
General:					
General unrestricted fund	(174,554)	99,786	(207,848)	381,433	98,817
John Ellerman Foundation	46,667	-	-	(46,667)	-
Esmée Fairbairn Foundation	100,000	-	-	(100,000)	-
The AB Charitable Trust	25,000	-	-	(25,000)	-
	<u>(2,887)</u>	<u>99,786</u>	<u>(207,848)</u>	<u>209,766</u>	<u>98,817</u>
Designated:					
Strategic Comms	-	41,358	(41,358)	-	-
Total unrestricted funds	<u>(2,887)</u>	<u>141,144</u>	<u>(249,206)</u>	<u>209,766</u>	<u>98,817</u>
Restricted funds					
Restricted fund	500	-	-	(500)	-
Barrow Cadbury Trust	6,285	39,600	(45,885)	-	-
Access Foundation	177,653	-	-	(177,653)	-
Alliance Membership	86,065	-	-	(86,065)	-
Trust for London	7,278	61,750	(37,104)	-	31,924
The Legal Education Foundation	64,247	75,700	(72,108)	-	67,839
City Bridge Trust	15,958	-	-	(15,958)	-
MOPAC	11,327	45,000	(48,657)	-	7,670
Funders for Race Equality Alliance	(21,730)	161,060	(112,262)	86,065	113,133
Crown Prosecution Service - Framing Research Project	15,655	-	-	(15,655)	-
Total restricted funds	<u>363,238</u>	<u>383,110</u>	<u>(316,016)</u>	<u>(209,766)</u>	<u>220,566</u>
Total funds	<u>360,351</u>	<u>524,254</u>	<u>(565,222)</u>	<u>-</u>	<u>319,383</u>

	As at 1 April 2023	Income	Expenditure	As at 31 March 2024
	£	£	£	£
Unrestricted funds				
General:				
General unrestricted fund	(8,666)	87,909	(253,797)	(174,554)
John Ellerman Foundation	-	46,667	-	46,667
Esmée Fairbairn Foundation	-	100,000	-	100,000
The AB Charitable Trust	-	25,000	-	25,000
Total unrestricted funds	(8,666)	259,576	(253,797)	(2,887)
Restricted funds				
Restricted fund	500	-	-	500
Barrow Cadbury Trust	12,165	37,750	(43,630)	6,285
Access Foundation	98,884	181,426	(102,657)	177,653
Alliance Membership	-	90,000	(3,935)	86,065
Trust for London	9,948	53,000	(55,670)	7,278
The Legal Education Foundation	62,110	72,800	(70,663)	64,247
City Bridge Trust	15,040	17,648	(16,730)	15,958
MOPAC	21,955	12,895	(23,523)	11,327
Funders for Race Equality Alliance	61,240	-	(82,970)	(21,730)
Joseph Rowntree Foundation	26,611	-	(26,611)	-
Crown Prosecution Service - Framing Research Project	3,680	11,975	-	15,655
Total restricted funds	312,133	477,494	(426,389)	363,238
Total funds	303,467	737,070	(680,186)	360,351

14. Related Party Disclosures

There have been no related party transactions in the reporting period that require disclosure.

15. Company limited by guarantee

The company is limited by guarantee and has no share capital.

Every member of the company undertakes to contribute to the assets of the company, in the event of a winding up, such an amount as may be required not exceeding £1.

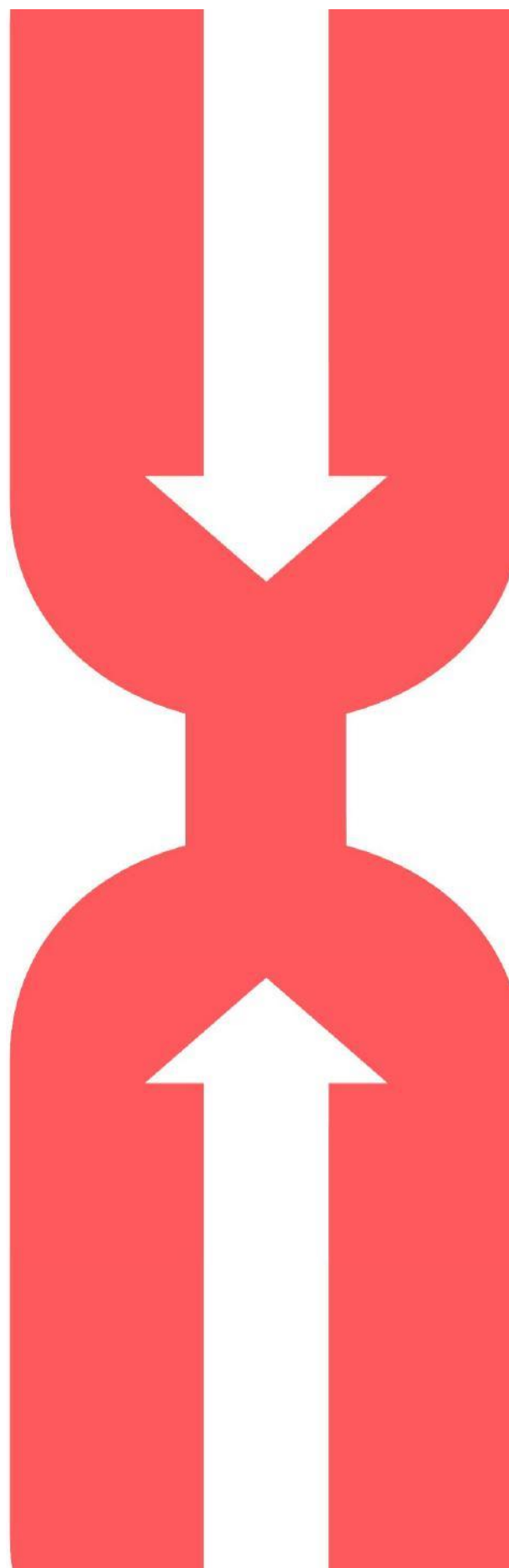
Accounts



**2023/24
Trustees' report
and financial
statements**

For the year ended 31
March 2024

equallyours.org.uk



Equally Ours was formerly called the Equality and Diversity Forum
Company Number: 06464749Charity Number: 1135357

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We would like to thank all our funders for their commitment and support:

AB Charitable Trust, Access – the Foundation for Social Investment, Barrow Cadbury Trust, City Bridge Trust (via projects with Media Trust and Inclusion London), Esmée Fairbairn Foundation, John Ellerman Foundation, The Legal Education Foundation, MOPAC, Trust for London. All who commissioned our consultancy services during the year (details in the report). And all who provided grants or membership fees to sustain the activities of the Funders for Race Equality Alliance, for which we are proud to provide the secretariat (see the list at page 35).

We would also like to thank The Property Ombudsman, St John's Catholic School, Advent of Change and Ribston Hall High School for their kind donations.

We are also very grateful to Herbert Smith Freehills for their generous pro-bono advice and support.

EQUALLY OURS REFERENCE AND ADMINISTRATIVE INFORMATION 2023/24

COMPANY NUMBER 6464749

CHARITY NUMBER 1135357

TRUSTEES AND DIRECTORS Sonali Naik KC, Chair, co-opted, appointed 29 April 2024
Jess McQuail, Chair, co-opted , resigned 1 February 2024
Julie Bishop, Vice-chair then interim Chair, elected
Mohammed Ibrahim Ali, Treasurer, co-opted
Andrea Simon, elected, resigned 11 October 2023
Chris Whitwell, co-opted, resigned 20 September 2023
Catherine Burton, elected
Colin Davidson, elected
Kudsia Batool, elected
Natalie Cresswell, elected
Sarah Mann, elected
Zarin Hainsworth Fadaei, elected

REGISTERED OFFICE The Foundry, 17 Oval Way, London, SE11 5RR

INDEPENDENT EXAMINER AGP Consulting, Q West, Great West Road, Brentford, TW8 0GP

BANKERS Unity Trust Bank plc, Nine Brindleyplace, 4 Oozells Square,
Birmingham, B1 2HB

EQUALLY OURS TRUSTEES' ANNUAL REPORT 2023/24

1. About Equally Ours

Equally Ours' vision is a just and compassionate society, where we are free from harm and can all contribute and flourish, whoever we are, whatever we believe in, and whatever we do or don't have. A society that is equally ours.

Our mission is to advance people's equality and human rights in the UK. We do this by connecting people and organisations, and using our collective evidence, expertise, strength, and influence to create change.

Equally Ours is a network of member organisations, many of whom are themselves networks. We also work with public bodies, the private sector, think tanks, and lawyers. We value the relationships we have with parliamentarians across parties, ministers and civil servants, and with the Equality and Human Rights Commission, contributing through dialogue, collaboration and, where needed, constructive challenge.

2. The context for our work

In 2023-2024, the external landscape for equality and human rights was marked by significant political, legal, and societal challenges. Equally Ours played a vital role in strengthening the sector and broader civil society through member engagement, policy advocacy, and strategic change initiatives. With the looming general election, cost of living crisis, and a volatile legal environment, our focus was on protecting hard-won rights, addressing deep-seated structural inequality, and preparing for future threats and opportunities.

Our work was crucial in protecting rights by harnessing the power of our network to speak truth to power and minimise harm in the face of key legislative developments, such as the Retained EU Law Bill, attempts to dilute the Human Rights Act, and draft immigration legislation that undermined basic protections. Meanwhile, rising calls for the UK's withdrawal from the European Convention on Human Rights further exacerbated these concerns.

At the same time, economic and social challenges, including the ongoing cumulative impacts of the cost-of-living crisis and increasing climate breakdown, disproportionately affected the communities that we and our members come from and work for.

Against this backdrop we successfully advanced rights in practice, as exemplified by our groundbreaking project with the Crown Prosecution Service (CPS) on reframing how rape and sexual offences are understood and prosecuted, which is already influencing meaningful change within the justice system.

There were promising opportunities to achieve progress through collaboration and partnerships, including with the Funders for Race Equality Alliance (FREAA) to tackle systemic racial injustice, with organisations like Just Fair on everyday economic and social rights, and with environmental groups to embed a pan-equality, human rights-based approach to climate mitigation and adaptation. These showed that by uniting across sectors, we can drive systemic solutions to racial injustice, climate breakdown, and economic inequality. These collaborations provided a hopeful path forward, creating avenues to make lasting progress.

EQUALLY OURS TRUSTEES' ANNUAL REPORT 2023/24 (Cont'd)

3. Our Strategy

Together for social justice, our strategy, sets out our bold agenda for progressing social justice to 2032. It enables us to raise our sights above the maelstrom of day-to-day politics and policy changes, and focus on what we believe we can realistically achieve over the longer term.

It explains how together we can advance people's equality and human rights by influencing national policy on the big, long-term, structural issues of

1. The law – protecting and improving the law on equality and human rights, and its application in public policy and practice. This continues to be the bedrock of Equally Ours' work.
2. Climate – we will work with members and the wider equality and human rights field to prepare for and respond to climate breakdown and emergencies, and embed climate justice into policy making.
3. Investment – we will focus on increasing investment in solutions to the root causes of inequality and rights abuse. This includes investment by government at every level, trusts, foundations and other funders.

Sector strength: The strategy also emphasises the continued importance of our role in equipping and strengthening both the sector and the influence of Equally Ours as a network of networks involving thousands of organisations and community groups who provide services and advocate for policy change at local, regional and national levels.

We do this in multiple ways, – through thought leadership and policy advocacy, supporting members in their own work and giving them a space to support each other, and bringing together members, stakeholders and partners to make common cause, strategic communications and targeted programmes to increase the field's impact and sustainability.

4. Our Network and Members

Our policy network continues to be at the heart of everything we do. Their insights and contributions shape our direction, and we work tirelessly to ensure they have the resources, knowledge, and connections to drive positive social change.

Our policy network is made up of members and associate members from the civil society who take a rights-based approach to equality and human rights, and observers from governmental and statutory organisations who engage constructively with Equally Ours' work.

Together with our members, we identify shared policy issues, and develop, agree and recommend shared policy solutions that can benefit many communities, as well as take into account intersectionality. Using our combined voice, we raise these shared issues and solutions with policy makers, as well as highlight issues that are specific to individual groups, so that policy makers can take a comprehensive and holistic approach. This is the best approach to avoid ineffective piecemeal or divisive policymaking. The board decided to pause pending and new membership applications, pending the results of our structural review to be conducted during the year.

EQUALLY OURS TRUSTEES' ANNUAL REPORT 2023/24 (Cont'd)

5. Our impact: What we achieved in 2023/24

With our members - and partners - Equally Ours continued to play a vital role in strengthening the equality and human rights sector and wider civil society through member engagement, policy advocacy, and a range of strategic change initiatives.

Given the challenging socioeconomic and political context, much of our policy advocacy work with and on behalf of members focused on speaking truth to power to prevent or minimise reductions in rights at UK parliamentary level.

In our annual membership survey, 8 out of 10 members expressed high levels of satisfaction. The majority noted they became better equipped to influence policy and legislation, with a stronger understanding of intersectional issues and how to integrate them into their work. Many mentioned how they gained a better understanding of a rights-based approach and/or applying it to their daily activities, while others reported increased confidence in communicating effectively on equality, human rights, and social justice.

Members also cited the importance of the connections they have made through Equally Ours. As one member said, their favourite aspect of being part of the network is "a supportive community of organisations from across the sector finding how best to collaborate." By nurturing these meaningful connections, we supported our members to work collectively towards shared goals, strengthening the entire sector and amplifying the impact of their efforts.

Our strategic change initiatives enabled us to directly achieve progressive change – and equip others to do so – through a range of grassroots, local, devolved and UK routes. For example, our strategic communications training programmes enabled 40 organisations to advocate more effectively for change, with 91% reporting a positive impact for their work and 100% reporting they would recommend the programmes to others. As the secretariat to the Funders for Race Equality Alliance, we supported funders to audit and analyse £63.4m of grants, and partnered in piloting Reimagining Horizons, an innovative programme to build community and support for Black and racialised people working within the funding sector through learning new skills and knowledge and facilitation of a safe space.

Working together, the focus of our work across our three strategic themes of the law, climate, and investment was on protecting and advancing human rights, addressing structural inequality, and preparing for future opportunities and challenges, including the next general election. Details of our activities and impact are given by strategic themes below.

5.1 The Law

Protecting human rights

A key element of our policy advocacy on equality and human rights law was on convening and representing our members' and communities' priorities in order to prevent the rollback of rights. This included:

EQUALLY OURS TRUSTEES' ANNUAL REPORT 2023/24 (Cont'd)

5.1 The Law (cont'd)

Retained EU Law Bill: In May 2023 we collaborated on parliamentary briefings and joint letters, with our colleagues at the TUC, Greener Alliance and the Civil Society Alliance, during Report stage and Third Reading in the Lords and at 'ping pong' stage (where the Commons either accepts or rejects Lords' amendments).

The highest risk element of the bill was successfully removed, ie immediate revocation of all EU-derived legislation on 31 December 2023 unless a minister decided otherwise. However, this remains a deeply flawed and dangerous Act of Parliament. It will allow ministers to dispose of primary legislation by using statutory instruments (secondary legislation) without needing parliamentary scrutiny.

UK Human Rights: Following several attempts over the past few years to replace the Human Rights Act with a watered-down Bill of Rights, the government confirmed in June that it had decided not to proceed with the Bill of Rights. Advocacy by Equally Ours in collaboration with and on behalf of our members and with broader human rights networks contributed to this result.

This was great news, but we then had to pivot to

- protecting rights in the Human Rights Act from being disapplied in other government bills, and resisting the use of immigration legislation to undermine the human rights framework, in particular the Illegal Migration Bill and Safety of Rwanda (Asylum and Immigration) Bill, including through providing joint briefings and statements at key stages of the parliamentary process. Our December Human Rights and Equality Strategy Group meeting focused on the Rwanda Bill & Treaty, and the wider threats and challenges to the rule of law. We were joined by speakers from JCWI and JUSTICE.
- uniting against increasingly frequent calls for the UK's withdrawal from the European Convention on Human rights by a growing number of Conservative MPs.

Advancing rights

We also led or collaborated on a range of initiatives aimed at positively advancing people's equality and human rights in law and in practice.

Crown Prosecution Service (CPS): Through this major groundbreaking project, which we began the previous year, we researched public understanding of 'rape and serious sexual offences' (referred to by the CPS as RASSO) and the law on consent, including in the digital context; and developed guidance on improving how the CPS, and potentially the wider criminal justice system, conceptualise and talk about RASSO. As part of the CPS' strategy to improve prosecution of RASSO, we produced:

- A literature review, working with University of Teeside
- Discourse analysis, with University of Lancaster
- Focus groups and national public attitude survey, with Survation
- Tested reframes and messages
- An in-depth report of public understanding of RASSO; an in-depth report on reframing how rape is communicated; and a summary report.

EQUALLY OURS TRUSTEES' ANNUAL REPORT 2023/24 (Cont'd)

5.1 The Law (cont'd)

The Director of Public Prosecutions approved the summary report and implementation plan. The CPS began widespread implementation of the work, with Equally Ours providing quality assurance through a consultancy retainer, for example revising the legal guidance and CPS training for advocates and prosecutors in court.

The CPS publicly launched the summary findings, and we contributed to the CPS' communications content which generated a significant level of media coverage, including Radio 4 Women's Hour, The Times, Telegraph, Mirror, Express, Daily Mail, Wales online, Evening Standard, Cosmopolitan and ITV online.

General election: Following on from work to influence Labour party pre-election policy development in the previous year, we began preparing for the general election, due to be held in 2024 or early 2025 at the latest.

This included convening and equipping members through our November 2023 Policy Forum meeting on 'The path to the general election - identifying key equality & human rights priorities' with speakers from our members Disability Rights UK, Fawcett Society and Runnymede Trust, and our March 2024 Policy Forum meeting focused on charity campaigning ahead of the next general election, at which we were joined by speakers from Stone King, Sheila McKechnie Foundation, Friends of the Earth and the Equality and Human Rights Commission.

We also conducted a member survey about the election, and held 1-1 meetings with Children's Rights Alliance, The Equality Trust, Black South West Network, Friends Families and Travellers, Rene Cassin and UNISON. As a result we established a dedicated Elections working group that met regularly to develop a shared set of priority asks to make of all parties, messages and principles to advancing equality and human rights through a structural, pan-equality lens, ahead of the general election and in the subsequent first phase of a new Government.

We participated in the Civil Society Alliance and the Wales Council for Voluntary Action conference: 'Strengthening Civil Society Impact on Westminster in the Years Ahead' in March 2024, which was attended by around 100 delegates from civil society organisations from around the UK as well as a number of leading academics. The keynote speech was from David TC Davies, the Secretary of State for Wales. We facilitated a breakout session on campaigning and the general election and spoke on the panel for the final plenary session.

Hate crime: We are contracted by the Mayor's Office for Policing and Crime (MOPAC) to convene and coordinate the activities of the [London Hate Crime Stakeholder Reference Group](#) and its quarterly steering group. This is the key route for over a hundred London community groups to share their lived experience and experience from providing direct services to community members, and to influence and improve MOPAC, the Metropolitan Police Service and Transport for London's work on preventing and responding to hate crime, and to hold them to account.

EQUALLY OURS TRUSTEES' ANNUAL REPORT 2023/24 (Cont'd)

5.1 The Law (cont'd)

June: the Stakeholder Reference Group meeting focused on LGBTQIA+ hate crime, including speakers from Galop, TransActual and LGBT Consortium, and Stop Funding Hate.

September: focused on race-based hate crime, with presentations from The Monitoring Group, Stop Hate UK and HOPE not hate. UpskillU and CARG also presented on their work.

December: focused on third party support for victims of hate crime. We were joined by London's Victim Commissioner, Clare Waxman, and Victim Support and Stay Safe East who offer support services to victims of hate crime.

March: focused on the Crime Prosecution Service and the criminal justice system.

The Scottish Human Rights Bill: We submitted a response to the Scottish government's consultation on its Human Rights Bill, which represents an opportunity to advance and strengthen the law. We spoke on two panels at the Human Rights Consortium Scotland conference about the bill and the 25th anniversary of the Human Rights Act.

Economic, cultural and social rights: Throughout the year we collaborated with Just Fair, one of our members, on their campaign to advance economic, cultural and social rights in the UK:

- We focused our June policy forum meeting to build member understanding of and engagement with ensuring that these rights are fulfilled. We had speakers from Greater Manchester Poverty Action, Just Fair, the Human Rights Consortium Scotland, and the Trussel Trust.
- Our strategic communications team were commissioned by Just Fair to develop the framing for the campaign: 'everyday rights' to bring economic, cultural and social rights come alive for ordinary people. This was introduced at their conference in Westminster in November. While leading the debate Philip Alston, erstwhile UN Human Rights Council Special Rapporteur on extreme poverty and human rights, commented 'I love the framing of everyday rights!' 'The framing of everyday rights is perfect – it gets it.' Since then, the Scottish Human Rights Consortium have also started using 'everyday rights' framing when talking about ECSR.
- In January 2024 we organised a joint parliamentary briefing chaired by Caroline Nokes MP, chair of the Women and Equalities committee, about economic social and cultural rights and framed them as an equality issue, including lived and grassroots experience voices from members. Our speakers were Sado Jirde, the Director of Black South West Network, Emma Nuttall, Policy Manager at Friends Families and Travellers and Morgan Wild, Interim Director of Policy at Citizens Advice.

Covid inquiry: Having previously influenced the COVID inquiry staff team to develop specific engagement with equality organisations, we were members of an equality engagement forum run by the inquiry team to enable effective communication and engagement with civil society groups working on equality issues. This group met in September ahead of the commencement of module 2 of the inquiry. Due to successful campaigning by civil society, which we supported in collaboration with the Runnymede Trust, the inquiry appointed specialist advisers on equality issues, including experts on disability and race discrimination.

EQUALLY OURS TRUSTEES' ANNUAL REPORT 2023/24 (Cont'd)

5.1 The Law (cont'd)

GEO/Cabinet Office equality hub: We held regular 1-1 meetings with the GEO/Equality Hub, exchanging information on our respective priorities. An official from the Equality Hub joined our bi-monthly Policy Forum meetings to facilitate dialogue with members. We participated in a Cabinet Office roundtable on the government's Inclusion at Work initiative, to share insights from our sector.

5.2 Climate

The focus of our work on climate this year was on building a knowledge base of member activity and priorities; conducting a field analysis of relevant activity in civil society, devolved administrations, combined authorities and local authorities; and developing relationships with environmental umbrella groups.

This formed the basis for analysis of Equally Ours's potential contribution with and for our network, in particular in articulating and promoting a human-rights based approach to climate adaptation and mitigation.

We helped influence a number of organisations to adopt more of a rights-based approach in their work on climate. This included NCVO and ACEVO who incorporated a rights-based approach in their general election manifesto draft in this space; NCP committed to using a rights-based approach in their work and ensuring those with the least voice have resources to take part in decision making on climate policy; Friends of the Earth began using a rights-based approach both with local groups and in gaining support for their healthy environment bill; the Equality and Human Rights Network in Scotland are focusing on rights and climate change.

We continued to seek funding for focused work on climate, including developing a partnership project on climate and extreme weather events (the application for which was unsuccessful) and a draft plan for further advocacy work. Our policy lead in this important area retired in March 2024, and unfortunately no further work could be committed to until funding is secured.

5.3 Investment

Tackling structural inequality requires changes to how funding is channelled, rebalancing investment away from purely addressing symptoms to investing in advocating for and delivering solutions to the systemic causes.

Funders for Race Equality Alliance (the Alliance): Equally Ours has provided the secretariat for the Alliance since 2019, helping to shape and deliver on its ambitious strategy, which aims to increase funder investment in Black and Minoritised-led organisations and is a pivotal force in driving systemic change through racial justice funding.

We report to the Alliance steering group, drawn from a range of trusts and foundations. We ran four steering group meetings and four member meetings over the year. We made progress on the Alliance's four strategic goals as follows.

EQUALLY OURS TRUSTEES' ANNUAL REPORT 2023/24 (Cont'd)

5.3 Investment (cont'd)

1. Increase funders' understanding of and focus on racial justice

The June 2023 Alliance member meeting explored funders' role in re-imagining policing and the criminal legal system, with expert contributions from Hibiscus Initiatives and UNJUST CIC to inform and mobilise funders on the urgent need for systemic change, followed by small group discussion and report back.

The September Alliance member meeting explored Lankelly Chase's decision to redistribute all their assets over the next five years after concluding that traditional philanthropy is 'function of colonial capitalism'. Lankelly Chase's CEO, Julian Corner, presented the journey, learning and steps forward from this decision, followed by an extensive Q&A and group discussion.

At the February 2024 Alliance meeting, Nicole Walsh – a Youth Development Specialist, an Advocate for Trauma Informed Practice, and a Gender Based Violence Consultant – explored how funders can empower social change and racial justice beyond financial assistance.

The March 2024 Alliance meeting showcased the findings of Alliance's 2023 audit results, and provided training on the updated 2024 audit tool. Funders who had previously completed the audit conversed with funders who had not, sharing knowledge and encouragement. There was high attendance from non-member funders.

2. Increase and improve funding to address racial justice

The Racial Justice Audit was designed to deliver on our objective to increase sustainable and flexible funding for Black and Minoritised-led organisations.

We launched the report on the results of the 2023 annual funding audit, with our Twitter post receiving over 1000 views. The audit revealed that 52% of grants analysed were aimed at addressing the root causes of racial inequity through campaigning and influencing, and the majority (61%) were aimed at alleviating the symptoms through service provision. It highlighted areas for improvement in targeting funding to achieve systemic change.

We launched the 2024 annual audit, along with a toolkit that contained detailed help notes, a presentation and a training video, to help funders complete the audit with more ease.

3. Increase Black and Minoritised people's representation

In 2021, FREA's scoping exercise had identified a pressing need to address the low retention of Black and Minoritised people within the funding sector. In 2023 we launched the pilot for 'Reimagining Horizons', in partnership with Future Foundations UK and Ten Years Time, and funded by the Joseph Rowntree Foundation.

The pilot was part of our 3rd objective: increasing Black and Minoritised representation at all levels and developing safe, accessible, and inclusive work culture that is sustainable in progression and opportunities. Its purpose was to build community and support within the sector through learning new skills and knowledge and facilitation of a safe space.

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5.3 Investment (cont'd)

We received over 50 applications for Reimagining Horizons; 16 applicants were successful and completed the programme.

Feedback included "an excellent programme with first class speakers/contributors, one I will surely endorse – keep up the good work." We evaluated the programme and will seek to extend it in 2024/25.

Enterprise Development Programme: In 2019 we set up the equality sector Enterprise Development Programme (EDP), in partnership with Access - the foundation for social investment, and it ran until March 2024. In 2023/24 we successfully delivered the Alumni phase of the programme, through which we:

- disbursed £145,000 in grants and match-trading grants to alumni organisations in the programme, working with Social Investment Business. Organisations involved included: Proud2Be CIC, Wish, Birmingham Disability Resource Centre, Friends, Families & Travellers, MindOut Lesbian, Gay, Bisexual, Trans and Queer (LGBTQ) Mental Health Service, ICENA Ltd, People First (Self Advocacy), AVA, North East Law Centre, Ideal for All, TourettesHeroCIC and YBY Learning.
- provided a leadership programme to 14 organisations, aimed at people who needed additional support to manage and grow their enterprises more effectively, focused on those new to this space.
- provided 1-1 coaching to ten organisations: seven accessed coaching on sales and business development, and three financial coaching.
- co-organised and hosted the Cross-sector EDP conference in Birmingham. With 110 participants from across six strands of the EDP, the event was a great success. The conference was an opportunity to celebrate the successes of the EDP, and sessions focused on possible next steps for our cohorts, including blended finance models, and social investment.
- ran a session on EDI in enterprise grant making for the Enterprise Grants Taskforce, which included Power to Change, the National Lottery, Heritage Lottery, Crowdfunder, NatWest Community Social, Social Enterprise UK, Voice4Change and the Cripplegate Foundation.

We produced a [video](#) highlighting the reflections of some of the part participants in the equality sector EDP on their journey of learning and growth, and the care and solidarity they describe experiencing in the programme. Some of those featured are People First, Proud2Be, Support and Action Women's Network (SAWN), Coffee Afrik, and You be You.

We also created a [cross-sector showcase catalogue](#) to promote the enterprises of the participating EDP organisations. The Showcase serves as a platform to market their services and products to potential customers, social investors, and other organisations. We shared it with over 5,000 contacts through our various networks.

EQUALLY OURS TRUSTEES' ANNUAL REPORT 2023/24 (Cont'd)

Enterprise Development Programme (Cont'd)

The video and catalogue are legacy products for the programme through which we will continue to highlight both the brilliant enterprises that took part and the successes of the programme. The programme ended because enterprise development was not refunded under Access's Community Enterprise Growth Plan (CEGP) due to changes to the CEGP's strategic focus.

In 2024/25 we will seek alternative sources of income to build on the legacy of the EDP.

Civil Society Group (CSG): Equally Ours was an active member of the Civil Society Group, taking part in the Strategic Oversight Group and in the wider Civil Society Group meetings, all of which are designed to:

- use our collective power to influence government in all parts of the UK
- promote and support programmes of beneficial change within the sector
- maintain a mechanism for cooperation and communication

£101.5m of funding was announced at Spring Budget for a VCSE Cost of Living Fund. As part of the CSG we became members of the DCMS's Advisory Board for the Fund, which aims to enable join-up between the design and delivery of the Fund and the VCSE sector. We provided advice on equality-proofing the fund so that equality and other marginalised groups could use it.

5.4 Sector strength

Strategic communications capacity building and consultancy

We delivered a combination of grant-funded and consultancy projects, all aimed at equipping equality, human rights and poverty groups and wider civil society to advance people's equality and human rights by applying strategic communications and narrative reframing techniques to the policy advocacy and communications. The projects were:

Reframing the narrative to improve public understanding of disability and Deaf and Disabled People's Organisations (DDPOs): We are partners in this co-production project led by Inclusion London (one of our members) and Inclusion Barnet and funded by the City Bridge Trust. Deaf and disabled people in the UK currently face a lack of public understanding or even hostility, and DDPOs are not well recognised beyond the sector. This project aims to change that, by offering new narratives that give insight and foster respect and inclusivity and equipping DDPOs across London to apply strategic communications in their advocacy and campaigns, and in influencing funders and policy-makers.

Building on progress the previous year, in 2023/24 we:

- conducted and reported on a London-wide quantitative survey looking at public opinion of disability and DDPOs, and exploring the impact of six new narratives that we co-designed with the DDPO partners using reframing and strategic communications techniques

EQUALLY OURS TRUSTEES' ANNUAL REPORT 2023/24 (Cont'd)

5.4 Sector strength (Cont'd)

- produced and launched in-depth and summary practical guides - 'How to talk about disability' - that incorporate the research insights and messages. The partners shared the guides amongst London DDPOs to support implementation of the new narratives.
- trained staff from the eight partners through a tailored version of our Communications for Change programme, to gain an in depth understanding of reframing and learn to use the findings in their work. Over 90% of participants reported a positive impact for their organisation and 100% would recommend the programme to others.

Feedback from participants included:

'We've already started to use the gap analysis and messaging for our new campaign'

'The accessibility was one of the best of any training session I have been on. I found the teaching style really excellent.'

'Really great training and facilitation: clear, accessible, expert and supportive'

The work was launched at an event on 29 February 2024, attended by 60 DDPOs. At the launch we announced that Equally Ours will provide programme of three workshops to interested DDPOs wishing to implement the work, followed by one-to-one consultancy support for participating organisations - these were immediately fully booked and will begin in April 2024.

'Why Me?': Exploring expert and dominant narratives about restorative justice: 'Why Me?' is one of our members and a restorative justice charity specialising in supporting victims of hate crime to access restorative justice.

They commissioned Equally Ours to help identify gaps in thinking between expert thought on restorative justice, and those of legal or charity professionals who choose not to refer clients to restorative justice services for support. We upskilled the Why Me? team in strategic communications, conducted stakeholder research and a gap analysis. We produced a report for 'Why Me?' to use to seek further funding to develop and test new narratives that give victims of crime and a wider range referring agencies confidence in restorative justice.

Just Fair – communicating economic social and cultural rights (ESCR): Just Fair is one of our members and a charity working to promote economic social and cultural rights (ESCR) such as access to food and water, housing, education, health services, work and the arts or cultural expression.

The charity commissioned support from Equally Ours to explore messaging to communicate these concepts, using existing reframing work. One of their team has also attended the Communications for Change course to gain an understanding of strategic communication. We produced a messaging guide, and a training session for their team to support implementation.

EQUALLY OURS TRUSTEES' ANNUAL REPORT 2023/24 (Cont'd)

End Violence Against Women (EVAW): Reframing relationships, sex and health

education: EVAW is one of our members and the national network of charities working to end violence against women and girls (VAWG). We developed and delivered an introductory workshop for their members, tailored to support organisations facing a media backlash around relationships sex and health education.

Zero Tolerance: contracted Equally Ours to undertake reframing consultancy exploring men's attitudes to gender equality, violence against women and girls (VAWG) and ways to encourage men to care about VAWG issues. The work began in February 2024 and will conclude in the autumn.

Equality Trust: We delivered two strategic communications training courses for our member the Equality Trust's staff and trustees, prompted by their co-CEO attending a communications for change training course. This commission complements early work with the Structural Inequality Alliance (hosted by Equality Trust), exploring the possibility of reframing research into structural inequality.

Communications for Change project (Trust for London): Communications for Change is Equally Ours' long-standing programme of training that equips London-based equality charities to improve their influence through reframing and strategic communications.

Over the year, 27 representatives from 20 organisations attended the cohort programme. Engagement was strong throughout the workshops, and around two thirds of charities chose to join the optional community of practice to help them implement what they learnt.

- 100% of participants said they would recommend the training to others
- 83% of respondents said that the sessions had a positive impact on their organisation

Participants reported they increased their knowledge, skills and confidence in strategic communications, and built stronger bonds across the sector.

Organisations successfully applied what they learnt. For example, City of Sanctuary produced a workbook and short workshop for members of the public discussing refugees and human rights with people who disagree with them. 120 people attended their first workshop.

Stronger Voices (with Media Trust): Stronger Voices is a City Bridge Trust funded project led by Media Trust. Equally Ours has been a delivery partner for this project since its inception six years ago. This year we supported 20 charities and community groups to communicate more effectively with their audiences and raise the profile of their work in the media. The focus was on equipping user-led groups campaigning for systemic change and/or tackling structural inequality in their work for communities. Participating organisations included My Life My Say, Tower Blocks UK, Become, Migrant Democracy Project, Positively UK, and Headway East London. 100% of participants rated the learning workshop and consultancy support we provided as very useful or useful.

EQUALLY OURS TRUSTEES' ANNUAL REPORT 2023/24 (Cont'd)

5.5 Equally Ours' strength

Anti-racism programme: Equally Ours is committed to embedding anti-racism across all of our work. During the year we sought to get the balance right between leading from the top and co-production, especially in terms of involving Black and racialised minority team members appropriately without the burden falling on them; and between reflection, learning and action. We contracted with the inchange consultancy to provide support at key points, including coaching to the Co-CEOs and an all-staff workshop in November to reset the agenda. An outcome of this was agreement resulting on a more phased step-by-step approach, including three staff-led workshops that we held from January to March 2024. Through these we developed our statement on anti-racism; identified key steps each team would take to embed anti-racism in their activities; explored how transparency and accountability operates in charities including through an anti-racist lens; reviewed our pay and well-being policies (which will be finalized in 2024/25); and agreed next steps for 2024/25 including further work with inchange on understanding power dynamics, and a workshop for trustees.

Organisational resilience and sustainability: The board agreed the scope of a structural review to be commissioned from external consultants. The aim is to review our organisational structure, roles, and membership in light of Together for Social Justice, our ten-year strategy, and to make recommendations for how we need to improve in order to be more sustainable and better equipped to deliver on the strategy. Recruitment of the consultant was delayed during the year due to a combination of staff ill-health and prioritisation of our anti-racism programme. It will start in summer 2024.

6. Structure, Governance and Management

Trustee board

Up to eight Equally Ours' Trustees are elected by the members of the Equally Ours policy network; up to six can be co-opted.

Sarah Mann (Friends, Families and Travellers) and Zarin Hainsworth (NAWO) were elected by Equally Ours' members and took office in October 2023.

Jess McQuail stood down in February 2024 as chair, with vice-chair Julie Bishop stepping up as interim chair while a new chair was recruited. Trustees Chris Whitmore and Andrea Simon stood down in July 2023 and October 2023 respectively.

EQUALLY OURS TRUSTEES' ANNUAL REPORT 2023/24 (Cont'd)

Trustee board (Cont'd)

100% of our board members bring lived experience of one or more of the equality and human rights issues we work on, alongside extensive knowledge of equality and human rights together with experience of senior management and governance within the voluntary sector and other sectors. The Board and Equally Ours members are committed to ensuring that the Board maintains a diverse membership and possesses the skills and knowledge to enable Equally Ours to operate successfully, and we conduct an audit every year to help inform the elections and co-options processes.

Trustees meet a minimum of four times a year and are responsible for the organisation's overall strategy and governance and for proper use of its resources. Trustees pay close attention to the views of the member organisations but act independently.

Equally Ours is both a registered charity and a company limited by guarantee. It is governed by its Memorandum and Articles of Association, which were approved and adopted in January 2008 (upon registration as a charitable company) and as amended in November 2018.

Staff team

The staff in 2023/24 were:

- Ali Harris, Co-Chief Executive, 0.6fte job-share
- Clare Moody, Co-Chief Executive, 0.6fte job-share
- Kamille Leon, Office and Resources Manager, full-time
- Kathryn Quinton, Communications Director, full-time
- Cat Whitehouse, Head of Strategic Communications, full-time
- Tansy Hutchinson, Head of Policy, full-time
- Liz Shannon, Parliamentary and Policy Advisor, 0.6fte, retired March 2024
- Lukia Nomikos, Community Engagement Officer, full-time
- Tracey Agyeman, Head of Programme, then Director, FREA, full-time
- Yusra Ali, Programme Officer FREA, full-time, until July 2023
- Kadija Hussein, Programme Officer for FREA, full-time, September- December 2023
- Tanishtha Sen Gupta, Enterprise Development Programme Manager, full-time, until March 2024
- Ellora Kowalczyk, Enterprise Development Programme, paid intern, 2 days/week

Key management personnel were the Co-Chief Executives, the Communications Director and FREA Director. Their pay and remuneration were set at the time of their recruitment or promotion by benchmarking similar roles in comparable organisations.

All fundraising activity for Equally Ours was carried out by the staff.

EQUALLY OURS TRUSTEES' ANNUAL REPORT 2023/24 (Cont'd)

7. Public benefit

In carrying out its work Equally Ours pays due regard to Charity Commission guidance concerning public benefit. The Trustees are satisfied that all Equally Ours' activities in 2023/24 were of public benefit and that the charity's funds were spent to achieve public benefit.

8. Members

Members of the Equally Ours policy forum are formally members of the charity and play a governance role.

Age UK
British Institute of Human Rights
Children's Rights Alliance for England
Disability Rights UK
Discrimination Law Association
End Violence Against Women Coalition
Equality Trust
Fairness Foundation
Fair Play South West
Fawcett Society
Friends, Families and Travellers
Gender Identity Research & Education Society
Humanists UK
Law Centres Network
Maternity Action
Migrant Centre NI
Mind
National Alliance of Women's Organisations
Race on the Agenda
Royal National Institute for Deaf People
Royal National Institute of Blind People
Runnymede Trust
SignHealth
Stonewall
Trades Union Congress
Traveller Movement
UK Race and Europe Network
UNISON
Women's Budget Group
Women's Resource Centre

Associate members

Amnesty International UK
Black South West Network
Business Disability Forum
Carers UK
Caritas Social Action Network
Catholic Bishops' Conference of England and Wales
Child Poverty Action Group
Chronic Illness Inclusion
Citizens Advice
Consortium of LGBT Voluntary and Community Organisations
Employers for Carers
Employers Network for Equality & Inclusion
Equal Rights Trust
EqualiTeach
Faith-based Regeneration Network
FiLia
Galop
HEAR
Inclusion London
Inclusion North
Just Fair
Law Society
Liberty
Migrants' Rights Network
National Association of Welfare Rights Advisers
National Survivor User Network
Northern Ireland Council for Racial Equality
Refugee Council
René Cassin
Restorative Justice for All
Royal College of Nursing
Stop Funding Hate
Unite The Union
Voice 4 Change England
Why Me?
YESS Law
Young Women's Trust

8. Membership list (cont'd)

Observers

Centre on Migration, Policy and Society
Equality and Human Rights Commission
Government Equalities Office
Greater London Authority
Independent Police Complaints Commission
Inter Faith Network
Joint Committee on Human Rights of the UK Parliament
JUSTICE
Local Government Association
Macmillan Cancer Support
Ministry of Housing, Communities and Local Government
Ministry of Justice
Office of the Committee for Employment & Social Security, States of Guernsey
Scottish Human Rights Commission
The Office of the Children's Commissioner for England
UN Women UK
Unicef UK
Women and Equalities Select Committee

EQUALLY OURS TRUSTEES' ANNUAL REPORT 2023/24 (Cont'd)

9. Financial review

During 2023/24 Equally Ours secured income of £737,070 (2023: £737,198), made up of £477,494 (2023: £571,825) for specific projects and £259,576 (2023: £165,373) of unrestricted income. This represents a decrease in total income of £128 (2023: increase of £177,574) compared to the prior year. Expenditure over the year was £680,187 (2023: £725,946), resulting in an overall net income of £56,883 (2023: net income of £11,252). At the end of 2023/24 the unrestricted funds balance decreased to £-2,887 (2022/23: £-8,665), whilst the balance of £363,238 (2022/23: £312,133) on the restricted fund balance has all been committed for expenditure during the forthcoming period.

10. Reserves policy

The funds of the charity are held in the accumulated fund for use in line with the objectives of the trust. The Trustees have established a policy whereby the unrestricted funds not committed (the free reserves) held by the charity should aim to be three months of planned expenditure, which is currently £125,555. Closing down costs will be significantly less than this. The free reserves have decreased during the year to a deficit of £2,887 (2023: deficit of £8,665).

11. Risk management

The Trustees review the risks facing the charity on a regular basis, in particular the necessity to secure sufficient income to cover both core and project costs. In 2023/24 the charity identified new accountancy and book keeping support providers and brought our payroll, pension and employee benefits provision in house, which was successfully concluded at the end of March 2024. The Trustees continued to review, update and monitor the risk register.

The Trustees reaffirmed that Equally Ours' other main assets are its reputation and relationships and that consequently some of its main risks lie in these areas. Management of these risks is in many cases a matter of a commitment to communication and attention to our style and tone in relationships.

The Trustees believe that it is appropriate to prepare the accounts on a going concern basis.

EQUALLY OURS TRUSTEES' ANNUAL REPORT 2023/24 (Cont'd)

12. Statement of Trustees' responsibilities in relation to the financial statements

The Trustees (who are also the directors of Equally Ours for the purposes of company law) are responsible for preparing the Trustee's annual report and the financial statements in accordance with applicable law and regulations. Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and the results of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in Charities SORP
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK accounting standards have been met
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In preparing the Trustees' report advantage has been taken of the small company's exemption.

Approved by the Trustees and signed on their behalf by



Sonali Naik KC
Chair of Trustees
03 October 2024

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF EQUALLY OURS

I report to the charity's Trustees on the accounts of the company for the year ended 31 March 2024.

This report is made solely to the charity's Trustees, as a body, in accordance with Regulation 31 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity's Trustees as a body, for my work, for this report, or for the statement I have made.

Responsibilities and basis for 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 member of the ICAEW, 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:

- accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act
- the accounts do not accord with those records
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'
- 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.

Forhad Ahmed FCA



03 October 2024

AGP Consulting, Q West, Great West Road, Brentford, TW8 0GP

EQUALLY OURS

STATEMENT OF FINANCIAL ACTIVITIES (including THE INCOME AND EXPENDITURE ACCOUNT) FOR YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
INCOME					
Donations and grants	3	172,497	465,519	638,016	585,375
Income from charitable activities		63,722	11,975	75,697	129,573
Other income	3	23,357	-	23,357	22,250
TOTAL INCOME		259,576	477,494	737,070	737,198
EXPENDITURE					
Expenditure on charitable activities	4-7	253,798	426,389	680,187	725,946
TOTAL EXPENDITURE		253,798	426,389	680,187	725,946
Net income / (expenditure) in funds		5,778	51,105	56,883	11,252
Total funds at 1 April 2023		(8,665)	312,133	303,468	292,216
Total funds at 31 March 2024		(2,887)	363,238	360,351	303,468

The statement of financial activities includes all gains and losses recognised in the year. All incoming resources and resources expended derive from continuing activities.

The notes on pages 28 to 36 form part of these financial statements.

EQUALLY OURS

BALANCE SHEET AS AT 31 MARCH 2024

	Note	2024 £	2023 £
FIXED ASSETS			
Tangible fixed assets	7	2,619	4,719
CURRENT ASSETS			
Debtors	8	224,282	120,250
Cash at bank and in hand		162,880	307,266
		<u>387,162</u>	<u>427,516</u>
CREDITORS			
Amounts falling due within one year	9	29,430	128,767
TOTAL NET ASSETS		<u>360,351</u>	<u>303,468</u>
FUNDS			
Unrestricted funds	11	(2,887)	(8,665)
Restricted funds	11	363,238	312,133
		<u>360,351</u>	<u>303,468</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2024 in accordance with Section 476 of the Companies Act 2006.

The Trustees acknowledge their responsibilities for:

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006; and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of the financial year and of its surplus and deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The financial statements have been prepared in accordance with the provisions of Part 15 of the Companies Act 2006 relating to small companies.



Sonali Naik KC
Chair of Trustees

Company registration number: 06464749

EQUALLY OURS

STATEMENT OF CASHFLOWS AS AT 31 MARCH 2024

	2024	2023
	£	£
Net income / (expenditure) for the year	56,883	11,252
Adjustments for:		
Depreciation of tangible fixed assets	2,100	1,945
(Increase) in debtors	(104,032)	(29,249)
Increase/(decrease) in creditors	(99,337)	56,175
Net cash generated from operating activities	<u>(144,386)</u>	<u>40,123</u>
Purchase of tangible fixed assets	-	(827)
Net cash used in investing activities	<u>-</u>	<u>(827)</u>
Change in cash and cash equivalents in the reporting period	(144,386)	39,296
Cash and cash equivalents at the beginning of the reporting period	<u>307,266</u>	<u>267,970</u>
Cash and cash equivalents at the end of the reporting period	<u>162,880</u>	<u>307,266</u>

The notes on pages 28 to 36 form part of these financial statements.

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES

General information

Equally Ours is a registered charity, number 1135357, and a charitable company limited by guarantee, number 06464749, incorporated in England and Wales. The address of its registered office is The Foundry, 17 Oval Way, London, SE11 5RR.

Basis of accounts

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. 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 (FRS102) (effective 1 January 2019) – (Charities SORP(FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

The financial statements are prepared in pound sterling (£) and the figures are rounded to the nearest £.

Equally Ours constitutes a public benefit entity as defined by FRS 102.

At the time of approving the accounts, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The Trustees therefore believe that it is appropriate to prepare the accounts on a going concern basis.

At the end of September 2024, the charity had £218,377 cash available.

Salaries make up a significant portion of the overall forecast expenditure for the next 12 months, however grant income is often directly linked to this. Staff are allocated to specific projects and the charity would be reactive to changes in staff requirements arising from project changes.

Company status

The charitable company is a company limited by guarantee. The members of the company are the Trustees named on page 4. In the event of the charitable company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

Incoming resources

Income is recognised in the period in which the fund is entitled to receipt, it is probable that the income will be received and the amount can be measured with reasonable certainty.

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES (CONT'D)

Donated services and facilities

Donated services and facilities are recognised as income when any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable, and that economic benefit can be measured reliably. On receipt, donated services and facilities are recognised on the basis of the value of the gift to the charity, which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Resources expended

Expenditure is included on an accruals basis. Expenditure is allocated directly to the activity to which it relates, including support costs which can be identified as being an integral part of direct charitable expenditure.

Operating leases

Rentals applicable to operating leases are charged to the Statement of financial activity over the period in which the cost is incurred.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Fund accounting

Unrestricted funds - These are funds which can be used in accordance with the charitable objects at the discretion of the Trustees.

Restricted funds - These are funds that can only be used for particular restricted purposes within the objects of the charity.

Pension

Contributions to the charity's defined contribution pension scheme are charged to the statement of financial activities account in the year in which they become payable. The assets of the scheme are held separately from those of the charity in an independently administered fund.

Tangible fixed assets

Depreciation is calculated to write off the cost less estimated residual value of fixed assets over their estimated useful lives.

Computer equipment – 25% reducing balance

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES (CONT'D)

Significant judgments and estimates

In the application of the charity's accounting policies, the directors are required to make judgments, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

There were no judgment or material estimation uncertainties affecting the reported financial performance in the current or prior year.

2. TRUSTEES' REMUNERATION

No Trustee has received any remuneration during the year £nil (2023: £nil). See Note 5 for Trustee expenses.

3. UNRESTRICTED INCOME FROM GRANTS AND DONATIONS	2024	2023
Joseph Rowntree Foundation	-	-
John Ellerman Foundation	46,667	46,666
Advent of Change	-	-
Esmée Fairbairn Foundation	100,000	75,632
The AB Charitable Trust	25,000	-
Others	830	-
	172,497	122,298
RESTRICTED INCOME FROM GRANTS AND DONATIONS		
Access Foundation	181,426	166,277
Trust for London	53,000	26,250
The Legal Education Foundation	72,800	97,833
Media Trust (City Bridge Trust)	-	-
Barrow Cadbury Trust	37,750	82,967
City Bridge Trust	17,648	51,468
MOPAC	12,895	-
Joseph Rowntree Charitable Foundation	-	27,282
Dr Marten Foundation	-	3,000
Youth endowment fund	-	2,000
Mission 44	-	6,000
	465,519	463,077
OTHER INCOME		
Membership fees, training, etc.	23,357	22,250
	23,357	22,250

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

4. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

	Unrestricted £	Restricted £	2024 £	2023 £
Salaries	167,789	318,225	486,014	450,289
Other staff costs	13,590	(136)	13,454	8,890
General office costs	15,900	345	16,245	15,473
Independent examination & accountancy fees	17,806	-	17,806	16,713
Legal fees	6,753	-	6,753	-
Bank charges	858	-	858	237
Insurance	2,720	-	2,720	1,189
Service charge & rent	22,462	6,000	28,462	26,620
Events venues & related costs	650	2,048	2,698	4,719
Research & publications	116	20,778	20,894	25,381
Campaigning	-	-	-	-
Website	1,463	-	1,463	3,179
Consultancy	103	-	103	(120)
Travel & subsistence	713	26	739	976
Depreciation	2,100	-	2,100	1,945
Bad debt provision	200	-	200	2,183
Access and interpretation costs	495	-	495	375
Subscriptions and membership costs	2,329	-	2,329	3,747
Program costs	(2,249)	79,103	76,854	164,150
	253,798	426,389	680,187	725,946

5. EXPENSES AND FEES

5.1 Trustees' expenses

	2024	2023
Number of Trustees who were paid expenses	1	1
Nature of the expense	Travel	Travel
Total amount paid	£ 78	£ 468

5.2 Fees for examination or audit of the accounts

	2024 £	2023 £
Independent examination	2,400	2,400
Accounts preparation	2,600	2,600
Total amount paid	5,000	5,000

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

6. STAFF

6.1 Staff Costs

	2024	2023
	£	£
Gross wages, salaries and benefits in kind	417,340	383,524
Employer's National Insurance costs	38,198	39,819
Pension costs	30,475	26,946
Total amount paid	486,014	450,289

No members of staff received emoluments over £60,000, (2023: No member of staff received emoluments over £60,000)

6.2 Average number of full-time equivalent employees in the year.

Key management personnel included the Trustees, none of whom received any remuneration. The Co-Chief Executives for whom the total amount of benefit was £91,851 (2023: £90,093). The Communications Director received total amount of benefit of £55,920 (2023: £34,284). The total benefit being £147,771 (2023: £124,377), including employer's National Insurance and employer's pension contributions.

	2024	2023
Average number of staff	10.8	10.8
Average number of FTE staff	8	8

7. TANGIBLE FIXED ASSETS

	Computer equipment	Total
Cost		
At 1 April 2023	8,399	8,399
Additions	-	-
At 31 March 2024	8,399	8,399
Depreciation		
At 1 April 2023	3,680	1,735
Charge for the year	2,100	1,945
At 31 March 2024	5,780	3,680
Net book value		
At 31 March 2024	2,619	4,719
At 31 March 2023	4,719	6,664

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

8. DEBTORS

Analysis of debtors	Amounts falling due within one year	
	2024	2023
	£	£
Prepayments and accrued income	74,108	48,441
Aged debtors	144,752	65,317
Other debtors	5,422	6,492
Total	224,282	120,250

9. CREDITORS AND ACCRUALS

Analysis of creditors	Amounts falling due within one year	
	2024	2023
	£	£
Accounts payable	300	112,008
Accruals	28,890	5,869
Other creditors	240	10,890
Total	29,430	128,767

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH
2024 10 MOVEMENT OF RESTRICTED FUNDS

	Fund balances brought forward	Incoming Resources	Resources expended	2024 Fund balances carried forward
Earned income				
City Bridge Trust	15,040	17,648	(16,730)	15,958
The Mayors Office for Policing And Crime MOPAC)	21,955	12,895	(23,523)	11,327
Crown Prosecution Service – Framing Research Project	3,680	11,975	-	15,655
Total funds - Earned Income	40,675	42,518	(40,253)	42,940
Grants and donations				
Barrow Cadbury Trust	12,165	37,750	(43,630)	6,285
Access	98,884	181,426	(102,656)	177,654
Trust for London	9,948	53,000	(55,670)	7,278
Joseph Rowntree Foundation (FREA)	26,611	-	(26,611)	-
Legal Education Foundation	62,110	72,800	(70,663)	64,247
FREA Grants (Secretariat)	61,240	-	(82,970)	21,730
FREA Membership	-	90,000	(3,935)	86,065
Total funds - Grants and donations	270,958	434,976	(386,136)	319,798
Other income	500	-	-	500
Total funds - Restricted Funds	312,133	477,494	(426,389)	363,238

	Fund balances brought forward	Incoming Resources	Resources expended	2023 Fund balances
Earned income				
City Bridge Trust	-	51,648	(36,608)	15,040
MOPAC	41,590	-	(19,635)	21,955
CPS – Framing Research Project	-	57,100	(53,420)	3,680
Total funds - Earned Income	41,590	108,748	(109,663)	40,675
Grants and donations				
Barrow Cadbury Trust	9,167	30,500	(27,502)	12,165
Access	63,917	166,277	(131,310)	98,884
Trust for London	-	26,250	(16,302)	9,948
Joseph Rowntree Foundation	-	27,282	(671)	26,611
Legal Education Foundation	21,502	97,833	(57,225)	62,110
Funders for Race Equality Alliance	55,220	114,935	(108,915)	61,240
Total funds - Grants and donations	149,806	463,077	(341,925)	270,958
Other income	500	-	-	500
Total funds - Restricted Funds	191,896	571,825	(451,588)	312,133

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

11 FUNDERS AND UTILISATION

FUNDER	PURPOSE
AB Charitable Trust	Core funding
Access Foundation	Grant funding for enterprise development
Barrow Cadbury Trust	Grant funding towards Co-Chief Executives' salaries
Crown Prosecution Service	Framing research project
Esmée Fairbairn Foundation	Contribution towards core costs of Equally Ours
Inclusion London	Reframing disability project
John Ellerman Foundation	Core funding
Legal Education Foundation	Grant funding - protecting rights
Media Trust (City Bridge Trust)	Grant funding - Stronger Voices programme
MOPAC	Hate Crime Project
Trust for London	Communications for Change strategic communications capacity-building programme

Funding received for the purpose of FREA activities

The following funders have contributed to the Funders for Race Equality Alliance (FREA) either through grants or membership fees, with Equally Ours serving as the secretariat:

Baring Foundation
Denise Ramsey
Clothworkers
Coop foundation
Barnwood Trust
People's Health Trust
Youth Futures Foundation
The Henry Smith Charity
Lloyds Bank Foundation
The Legal Education Foundation
Indigo Trust
Justice Together
The AB Charitable Trust
Smallwood Trust
Cloudesley
Impact on Urban Health
Sported
Youth Endowment Fund
Joseph Rowntree Charitable Trust

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

12. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Restricted funds	2024
	£	£	£
Fixed assets	2,619	-	2,619
Current assets	23,924	363,238	387,162
Current liabilities	(29,430)	-	29,430
Total	(2,887)	363,238	360,351

	Unrestricted Funds	Restricted funds	2023
	£	£	£
Fixed assets	4,719	-	4,719
Current assets	115,383	312,133	427,516
Current liabilities	(128,767)	-	(128,767)
Total	(8,665)	312,133	303,468

13. OPERATING LEASE COMMITMENTS

At 31 March 2024 the Charity had future minimum lease payments due under non-cancellable operating leases for each of the following periods:

	2024	2023
	£	£
Not later than 1 year	21,102	21,102
Later than 1 year and not later than 5 years	40,410	61,512
	61,512	82,614

14. RELATED PARTY TRANSACTIONS

Clare Moody, the Co-Chief executive of the Charity received amounts totaling £Nil (year ended 31/03/2023: £Nil) and charged £Nil (year ended 31/03/2023: £Nil) during the year for consultancy services. Equally Ours owed Clare Moody £Nil (year ended 31/03/2023: £Nil) at the year-end date.

15. PRIOR YEAR FINANCIAL STATEMENTS

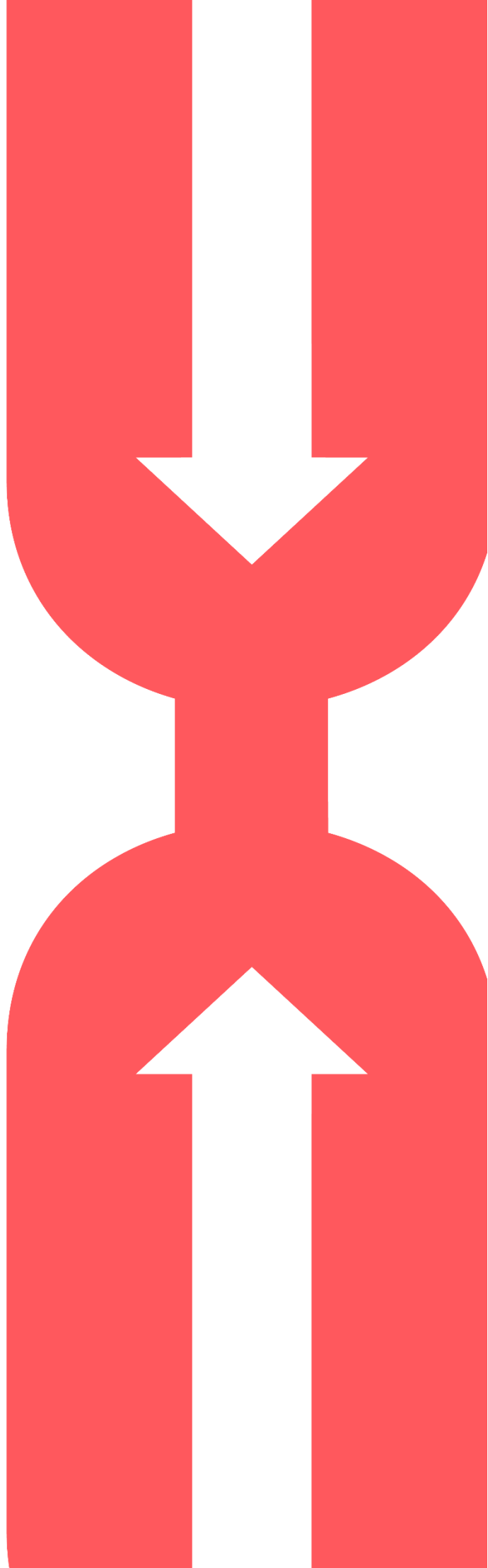
For better and consistent presentation, some of the disclosure notes in the prior year have been amended to conform with presentation in the current year. The core financial statements have not been amended.

Accounts



2022/23 Trustees' report and financial statements

For the year ended 31 March
2023



Equally Ours was formerly called the Equality and Diversity Forum

Company Number: 06464749

Charity Number: 1135357

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We would like to thank all our funders for their commitment and support:

AB Charitable Trust, Access – the Foundation for Social Investment, Advent of Change, Barrow Cadbury Trust, City Bridge Trust (via projects with Media Trust and Inclusion London), Esmée Fairbairn Foundation, Funders for Race Equality Alliance (via Barrow Cadbury Trust, Dr Marten Foundation, Joseph Rowntree Foundation, Mission 44 and the Youth Endowment Fund), John Ellerman Foundation, The Legal Education Foundation, MOPAC, Trust for London, and all those who commissioned our consultancy services during the year (details in the report).

And to thank Herbert Smith Freehills for their generous pro-bono support.

EQUALLY OURS TRUSTEES' ANNUAL REPORT 2022/23

1. About Equally Ours

Equally Ours' vision is a just and compassionate society, where we are free from harm and can all contribute and flourish, whoever we are, whatever we believe in, and whatever we do or don't have. A society that is equally ours.

Our mission is to advance people's equality and human rights in the UK. We do this by connecting people and organisations, and using our collective evidence, expertise, strength, and influence to create change.

Equally Ours is a network of member organisations, many of whom are themselves networks. We also work with public bodies, the private sector, think tanks, and lawyers. We value the relationships we have with parliamentarians across parties, ministers and civil servants, and with the Equality and Human Rights Commission, contributing through dialogue, collaboration and, where needed, constructive challenge.

In line with our governing document, our objectives are as follows:

- To promote for the benefit of the public equality and in particular the elimination of discrimination on the grounds of age, disability, sex, gender identity, race, religion or belief, and sexual orientation or any combination thereof.
- To promote for the benefit of the public Human Rights (as set out in the Universal Declaration of Human Rights ("UDHR") and subsequent United Nations conventions and declarations and in regional codes of Human Rights which incorporate the rights contained in the UDHR and those subsequent conventions and declarations).
- To promote for the benefit of the public the efficiency and effectiveness of Voluntary Sector Providers (as defined in Article 3.4) working in the areas of age, disability, gender, gender identity, race, religion or belief, sexual orientation and Human Rights (as defined in Article 3.2) or any combination thereof.

2. Our Strategy

During 2022 we developed [Together for Social Justice](#), our new ten-year strategy.

With expert guidance from the Sheila McKechnie Foundation we held a number of workshops for trustees, staff and members, surveyed members and stakeholders, and conducted eight 1-1 interviews. Community-reporter research with On Our Radar helped ensure the strategy (and our work more broadly) centred the views and priorities of diverse individuals currently experiencing inequality, in addition to the combination of lived and professional experience that our staff, trustees and members bring.

We launched the strategy in November at a successful event attended in person and online by many members, funders and other stakeholders, as well as our founders and former trustees and staff. The event paid homage to our history, presented findings from our work, and set out our future direction with the strategy.

The strategy sets out our bold new agenda for social justice over the next ten years. It enables us to raise our sights above the maelstrom of day-to-day politics and policy changes, and focus on what we believe we can realistically achieve over the longer term.

It explains how together we can advance people's equality and human rights by influencing national policy on the big, long-term, structural issues of

1. The law – protecting and improving the law on equality and human rights, and its application in public policy and practice. This continues to be the bedrock of Equally Ours' work.
2. Climate – we will work with members and the wider equality and human rights field to prepare for and respond to climate breakdown and emergencies, and embed climate justice into policy making.
3. Investment – we will focus on increasing investment in solutions to the root causes of inequality and rights abuse. This includes investment by government at every level, trusts, foundations and other funders.

Sector strength: The strategy also emphasises the continued importance of our role in equipping and strengthening both the sector and the influence of Equally Ours as a network of networks involving thousands of organisations and community groups who provide services and advocate for policy change at local, regional and national levels. We do this in multiple ways – through thought leadership and policy advocacy, supporting members in their own work and giving them a space to support each other, and bringing together members, stakeholders and partners to make common cause, strategic communications and targeted programmes to increase the field's impact and sustainability. Our aim is to refine this offer over time, refocused on our three big issues, to embody and advance the 10-year strategy's title: Together for Social Justice.

This annual report follows the priorities of our new strategy.

3. Our Network and Members

Our policy network continues to be at the core of what we do, playing an active and vital role in influencing and driving social change. Our policy network is made up of members and associate members from the civil society who take a rights-based approach to equality and human rights, and observers from governmental and statutory organisations who engage constructively with Equally Ours' work.

Together with our members, we identify shared policy issues, and develop, agree and recommend shared policy solutions that can benefit many communities, as well as take into account intersectionality. Using our combined voice, we raise these shared issues and solutions with policy makers, as well as highlight issues that are specific to individual groups, so that policy makers can take a comprehensive and holistic approach. This is the best approach to avoid ineffective piecemeal or divisive policymaking.

Our member retention rate remained high, as in previous years: only one member, Scope, left in 2022/23.

Three new members joined:

- Fairness Foundation
- Migrant Centre NI
- Race Equality First

Of the members who joined previously in 2021/22 under free membership made available through funding from the National Lottery Community Fund, the Black South West Network, Restorative

Justice for All, and Voice for England joined as permanent members in 2022/23. We are in contact with Inclusion North, National Survivor User Network, Northern Ireland Council for Racial Equality, Race Equality First and Restorative Justice for All International Institute and believe they will continue to be members.

We continued to engage with our members remotely, as this enabled the active participation of more organisations from across the UK.

In January 2023 our Community Engagement Officer was promoted within Equally Ours. We recruited a new colleague to the Community Engagement role who started at the end of March 2023.

4. What we achieved in 2022/23

a. The Law

Human rights

During the year we made a significant contribution to standing up for and protecting human rights in the UK through our convening and policy influencing on the government's plans on human rights 'reforms'.

Ahead of the Queen's speech in May 2022 we sent a briefing to a wide range of Parliamentarians, plus targeted e-mails to members of the Joint Committee on Human Rights and the Women and Equalities Committee. This briefing had a specific focus on the impacts on equality and people affected by discrimination and inequality. It was anticipating a Bill of Rights Bill that was included in the Queen's speech and had the stated intention of repealing and replacing the Human Rights Act.

This Bill provided a focal point for us to remind people of the significance of the Human Rights Act and reinforce collaborative working across the sector and beyond. By putting forward a compelling pan-equality case we showed how human rights matters to us all.

We used our bi-monthly Human Rights and Equality Strategy Group to share intelligence and agree strategy with our members. The meeting after the Bill was published was well attended and members fed back that they had used our briefing material in their own communications. Throughout the year these meetings were useful for coordination, including with wider civil society, and to help us all avoid duplication of effort, as well as for sharing members' success stories of the diversity of people using the HRA in everyday life.

We also engaged with the Equality Advice Support Service (the outsourced EHRC helpline) to secure case studies and data on their human rights advice work to include in our evidence on the broad protection provided to people by the HRA. We were active members of the Steering Group of the 'Save our HRA' coalition set up by Liberty, and contributed the pan-equality perspective into the coalition's work.

We provided briefings for parliamentarians, targeting specific Conservative MPs including being in contact with Robert Buckland. Over the year we strengthened our relationship with key parliamentarians through meetings and briefings, including with Ellie Reeves MP, Labour's shadow justice minister, Lord Charlie Falconer, and Lord Fred Ponsonby, Labour's lead on the Bill in the Lords.

One of our specific contributions was connecting the mainly Westminster-focused coalitions with

our human rights partners in the devolved nations, ensuring that we bring forward key devolved priorities at the UK level.

As part of that engagement we presented on a panel looking at human rights across the UK-wide conference, convened by the Human Rights Consortium Scotland (HRCS) and attended by about 90 delegates from civil society, academia, and government agencies from all around the UK. It was especially useful at identifying where rights could be 'levelled up' rather than attacked and repealed. The conference was addressed by three ministers from Scotland, Wales and Northern Ireland who were united in their defence of the Human Rights Act.

We also presented at a HRCS webinar on 'building support for human rights' which was attended by organisations in Scotland who aren't normally involved in the rights agenda. It was a real success in connecting with communities we don't normally engage with. Feedback from participants included

"I'm just emailing to say, I really appreciate your cross-UK policy calls on human rights...Really helpful for us to be able to use this to keep up pressure here!"

"Thanks so much for speaking – you were as always, very clear & very convincing, so much so that people will now be rightly scared and start doing something more about this... 😊"

At the beginning of February 2023 we held a Parliamentary event, chaired by Ellie Reeves MP, Shadow Justice Minister, focusing on the way the Human Rights Act is used by people every day to protect their rights. We had speakers from Age UK, the Children's Society, the Runnymede Trust, End Violence Against Women coalition, Mind, and Disability Rights UK. During the meeting we also focused on the impact the HRA has on the devolved administrations. As a result, we arranged for Lord Fred Ponsonby, Labour's lead in the Lords to meet our sister organisations on a visit to Belfast. The event was attended by around 35 people and was well-received. Feedback included:

"thanks for reaching out and creating this event. It was facilitated well, with sensitivity for every perspective in the room."

We raised the profile further by publishing a blog, sent to some 4,500 people.

Throughout the year the Bill of Rights Bill waxed and waned as Prime Ministers came and went and its author and champion Dominic Raab's fortunes fluctuated along with them, and it eventually became clear the Bill of Rights Bill was unlikely to become an Act.

However there remained (and remains) a significant threat to the HRA and to our membership of the European Convention on Human Rights. And in March, threats to people's ability to exercise their human rights in practice became reality through the Illegal Migration Bill and the Prisoners and Victims Bill, and these became the focus of our campaigning. We convened members to meet with the Head of Policy from FLEX (Focus on Labour Exploitation) and agree solidarity actions to take, and with the Director of the Northern Ireland Human Rights Consortium to share knowledge about the reasons for the importance of the ECHR to the Belfast Good Friday Agreement in the run up to the 25th anniversary.

In March we brought out new messaging guidance for members specifically on the ECHR and in relation to the Illegal Migration Bill. This guidance was designed to respond to the Bill and its threats to the universality of human rights. We shared this guide with members and with the wider Liberty coalition of over 100 organisations and conducted follow up work with Liberty, changing the framing of documents and letters to reflect a smarter way for the coalition to

communicate on this issue.

We were an active steering group member of the Save Our HRA group, coordinated by Liberty. The steering group met fortnightly, and the larger groups in the weeks in between. We helped organise solidarity statements with the migrants' rights sector for the Illegal Migration bill, the final one was signed by over 350 organisations.

Covid-19 response

We made a submission to the consultation on the Covid-19 Inquiry's terms of reference, evidencing the case for addressing the unequal impacts of the pandemic and fully covering the barriers faced by many communities. The submission also pressed for better engagement with those groups most affected by the pandemic, not least as a means of building trust.

In May the Chair of the Covid-19 inquiry published recommendations for changes to the inquiry terms of reference. This led to the Inquiry including a stronger commitment to investigating equality and the unequal impact of the pandemic in its final terms of reference. The Chair also included engagement with those affected. These are all the things that we pressed for in our submission.

When the Inquiry began we were part of an initial meeting with the team, focused on their means of gathering input and their methodology development. We emphasised the need to combine methods like opinion polling and surveys with targeted methods of gathering input from specific communities, particularly those that were disproportionately hit by the pandemic.

Following that meeting we continued to engage with the Covid-19 inquiry, continuing with our effective advocacy for engagement with affected communities and recognition of systemic and structural inequalities as a significant cause of the unequal impact of the pandemic and the Government response to it. We had further meetings with officials in the engagement team and they subsequently set up a Forum to engage with equality organisations more directly, ensuring representation from organisations like Sign Health and Friends, Families and Travellers along with ourselves and others. We also informed the design of the tender for a series of community engagement events, including making sure that the service procured is suitable for engaging with all communities affected – a problem that recurred during the pandemic.

We also engaged with our member the Runnymede Trust, collaborating on shaping, and co-signing, a letter to the inquiry Chair on the need for better consideration of structural inequality, in particular institutional racism. The inquiry Chair, in response to that letter, has appointed additional expert advisers on structural inequality, including racism, and has committed that this will be explicitly considered in the inquiry.

Rights post-Brexit

Since 2016, Equally Ours has worked to minimise and mitigate negative impacts of Brexit for people's equality and human rights. In 2022/23 our focus was on implementation of the Trade and Cooperation Agreement (TCA) and the Retained EU Law Bill.

The TCA includes processes and bodies for consultation in both the UK and the EU, including a Domestic Advisory Groups (DAG) to inform the government on the impact of the agreement. The DAG has representatives from business, trade unions and civil society. There were very limited places on the DAG, with NCVO, SCVO and WCVA representing civil society. We participated in pre-meetings for this group. There was concern that unions and civil society are under-represented in relation to the number of business groups.

Equally Ours also took part in a meeting with a delegation of the EU-UK Follow-up Committee, who carried out a fact-finding mission to the UK to assess the implementation of the EU-UK Withdrawal Agreement, including the state of play of citizens' rights and the Protocol on Ireland and Northern Ireland. The overarching purpose of the mission was to assess the prospects for improving linkages between civil society organisations in the UK and the EU. We also had a meeting with the chair of the EU's Domestic Advisory Group and helped to set her agenda for the EU's engagement with the UK at this level.

Retained EU Law Bill: The major development following Brexit was the publication of the Retained EU Law (Revocation and Reform) Bill, now an Act. Retained EU law is essentially a snapshot of EU law as it applied in the UK on 31 December 2020, which was cut and pasted into our domestic legal system. The government itself identified 2,400 pieces of legislation that can be defined as EU retained law, but experts are clear that there are over 4,000.

We submitted evidence to the Public Bill Committee and worked with colleagues across the UK to provide common themes to present to the committee.

Our November the Human Rights and Equality Strategy Group focused on the REUL bill, highlighting the equality implications. Ruth Fox, Director of the Hansard Society gave a presentation on the constitutional impacts of the bill and Tim Sharp, Senior Employment Officer at the TUC discussed its impact on workers and workers' rights.

We worked with members and colleagues in wider groups, the TUC and the Civil Society Alliance to support amendments that provided proper parliamentary scrutiny of any legislation being revoked. We gained a major success when the government scrapped Clause 1 of the bill that would have seen all EU-derived legislation scrapped on 31 December 2023 unless a minister decided to keep it. Now just 587 pieces of mainly outdated environmental legislation will be revoked on that date.

The remaining thousands of statutory instruments now have a deadline of July 2026. Our main concern is with the impact on equality case law which we are pursuing with the Government Equalities Office.

Hate Crime

We were commissioned by the Mayor's Office of Policing and Crime (MOPAC) to establish and coordinate the structures for the London Hate Crime Stakeholder Reference Group (SRG), an independent voluntary group. We succeeded in securing a diverse range of people for the steering group, and ran four meetings of the full SRG. The SRG meetings gave hate crime groups a vital space to raise issues and themes with MOPAC and the Metropolitan Police, and to coordinate and update each other on work they are carrying out. Meetings also moved to focus discussions on specific areas, so far these have been disability based and faith based hate crime and looking at both with an intersectional lens. The draft form of the SRG's webpage was developed in consultation with the SRG and went live in 2023.

The priorities for 2023/24 are to build on what has been learnt through the SRG's operation to date, including improving the format of the interaction with the statutory bodies and to expand these to include the British Transport Police. We will continue to hold thematic discussions at these meetings, with LGBTQ+ and race hate crime meetings scheduled, as well as holding a reflection meeting to highlight intersectional learning from the SRG's work now it is becoming established.

Participative research on a people's equality strategy

As part of our commitment to bringing forward the voices of people directly impacted by inequality in their lives, we developed a new participative research project to advance a blueprint for a people's equality strategy, working with On Our Radar. Working with and through people with lived experience identified by our members, this was designed to inform our new strategy, support our calls for a cross-government equality strategy.

The project involved working with our members to create a team of local reporters, who collaborated with their communities and generated short videos informing the issues that people face locally and how these issues can be overcome.

The findings were shared at our 20th Anniversary event in November. Next year they will also contribute to our manifesto asks to all parties in the lead up to the general election.

We are seeking opportunities to do more work with On our Radar and the reporters, but this needs specific funding which we are both actively seeking.

Government Equalities Office (GEO) and Cabinet Office Equality Hub

We continued our regular meetings with the GEO/Equality Hub, exchanging information on our respective priorities and maintaining a strong relationship that enables us to feed member's concerns and our evidence into Government via the Hub. The Hub delivers specific items of work and has a cross-government advisory/information role on equality supporting other Government Departments.

The work of the Hub was affected by ministerial churn and reduction in staff that happened throughout the year.

Despite this we managed to maintain key relationships and kept a consistent emphasis on ways government policy can improve. For example, we advocated for a cross-government equality strategy; and provided evidence on levelling up and structural inequalities that remained relevant despite indications that due to ministerial changes 'levelling up' was unlikely to continue as an explicit government policy priority.

The Government's Equality Data Programme was published in the form of excel spreadsheets of data on the ONS website. We continue to urge the Equality Hub to make more use of the data, and to provide further analysis.

An official from the GEO gave an update to members at our October members' policy forum, engaging in discussion with members and providing advice on how to most effectively engage them on priorities.

Also at that policy forum meeting of members we focused on identifying major challenges for members and their communities, and priorities for action, in relation to the cost-of-living crisis. At our subsequent 1-1 with the GEO we raised these concerns about the differential impact of the cost-of-living crisis and reminded them that even if it had there was still an obligation to mitigate unequal impact as evidence of it emerged and anticipate impact in upcoming spending decisions. We were subsequently invited to join the board set up to oversee the cabinet office's implementation of the Cost-of-Living support to the charity sector.

Equality and Human Rights Commission

We have a long history of collaboration with the EHRC, based on respect for our distinctive roles and taking the position of critical friend when appropriate. In 2022/23 we renewed that relationship and dialogue with the new CEO, key strategy and policy staff, as well as disseminating

information, for example on the EHRC's new legal support for race discrimination cases, which is part of its litigation strategy.

We drafted a submission to Global Alliance of National Human Rights Institutions, the Committee responsible for reviewing the EHRC's National Human Rights Institution (NHRI) rating. The EHRC has had A status since its inception. We met with a number of members who held a range of views. While most members supported the extension of the EHRC's A status, a small number were significantly against it, and against us making the submission. As we were unable to achieve consensus among members we did not make a submission. We instead met with the EHRC chief executive and discussed our priorities on the HRA and levelling up, and briefed him on the range of member views on their NHRI status and relationship with the EHRC.

Rape and Serious Sexual Offences Project, Crime Prosecution Service (CPS)

We were commissioned by the CPS to conduct a major research project into rape and serious sexual offences in England and Wales. Working closely with the CPS, we reviewed what is known about how the public think and feel about rape. This involved a literature review, led by Professor Nadia Wager at the University of Teesside, a discourse analysis led by Professor Elena Semino of the University of Lancaster, and a series of stakeholder roundtables and one-to-one interviews, conducted by Survation Ltd.

We used the findings to identify incorrect dominant narratives in the public discourse that can obstruct justice (for all parties) in such cases; and to develop alternative narratives that reflect the facts, using values-based reframing techniques.

Working with Survation Ltd, the project then conducted focus groups, and a nationally representative survey of over 3,000 members of the public. This provided the most comprehensive and up-to-date picture of public attitudes in over five years, as well as of the public's response to both dominant and alternative narratives after reading messages designed to accurately portray key rape issues.

The project broke new ground in the UK testing how values-based reframing and strategic communications techniques, applied appropriately in line with the CPS' role as a public body, could provide an effective way to talk about rape without perpetuating myths and stereotypes. Work will continue in 2023/24 to produce the final reports and recommendations.

b. Climate

Voluntary and Community Sector Emergencies Partnership and extreme-weather events

During Covid we developed collaboration with and became members of the Voluntary and Community Sector Emergencies Partnership (VCSEP), chairing the equality steering group and participating in the national programme board. This continued during 2022/23, refocused mostly on planning and responses to extreme weather events, as part of our emerging work on climate.

We co-created and submitted a bid to the National Lottery's Bringing People Together fund for a project in partnership with the VCSEP, Disability Rights UK, the LGBT+ Consortium, and the Environmental Rights Centre Scotland to bring members and communities together to work on planning for and responding to extreme-weather events and connect learning into policy advocacy on climate. Unfortunately, the bid was not successful and we have not yet been able to secure alternative funding for the project.

For the remainder of the year, the VCSEP, supported by the equality steering group, began work on a smaller in-house initiative to look at how needs assessments can ensure people's needs and rights are met – particularly people who currently often don't have a voice or role in emergency preparedness and response.

Scoping

We made plans to research and scope the climate breakdown agenda, building on the initial thinking that informed our Together for Social Justice strategy. This will explore in detail whether and how equality, human rights and intersectional issues are being addressed in terms of climate mitigation and adaptation in the UK, and the voice and role of people and organisations who are marginalised or experience discrimination and structural inequality. This work will take place in 2023/24 to set the shared agenda for Equally Ours and our members.

c. Investment

UK Shared Prosperity Fund (UKSPF) and Levelling Up

Boris Johnson's Government was elected on the promise of 'levelling up' the country, a promise that many connected to tackling social and economic inequalities at national and local levels. Following on from the launch of our report 'Levelling Up: Firm Foundations' we worked with NCVO to embed equality into the principles for implementing UKSPF funds – the replacement for EU structural funds that Equally Ours and others campaigned for during and after the UK left the EU.

In June 2022, Boris Johnson's government introduced a Levelling Up and Regeneration Bill that included commitments on new forms of devolution and a legal requirement to reduce regional inequality with medium term targets. To inform our and our member's work on the Bill, and the levelling up agenda more broadly, we held a meeting of our Levelling Up Strategy Group¹. Discussion at this meeting was led by Jonathan Portes, Professor of Economics and Public Policy at Kings College London, who has published on the connection between 'levelling up' and inequality. We also had a presentation from Sam Mercadante of NCVO on UKSPF principles, on how to engage with the funding at the local level.

It was expected that this would continue to be a major piece of work during this year, but Johnson's resignation and the subsequent leadership contest threw the levelling up agenda into the air.

Nonetheless, our work in this area continued. The concept of levelling up resonated because it reflects the need to tackle systemic, structural inequality within the UK. This need was evidenced by our research into people's lived experience of inequality with On Our Radar. We took forward the work through our participation in the Structural Inequalities Alliance, the 1 for Equality Campaign² and our participation in the Civil Society Alliance that brings our equality and a human rights based perspective into dialogue with wider civil society.

We were also on the steering group for a project gathering evidence for a report to the United Nations Committee on Economic, Social and Cultural Rights on the UK's performance on implementing its obligations under the UN Covenant on Economic, Cultural and Social Rights. The project was run by one of our members, Just Fair, commissioned by the EHRC. The report was

¹ A group of members and associate members who have a policy interest in this area of work

² The 1 for Equality Campaign aims for the adoption of the socio-economic inequality duty in s.1 of the Equality Act 2010 (as yet un-commenced in England)

published in January 2023 and we supported its dissemination.

Funders for Race Equality Alliance (the Alliance)

Equally Ours has provided the secretariat for the Alliance since 2019, helping to shape and deliver on its ambitious strategy, that aims to increase funder investment in Black and Minoritised-led organisations and tackling racial inequality.

We report to the Alliance steering group, drawn from a range of funders, and ran four steering group meetings over the year. We made progress on the Alliance's four strategic goals as follows.

1. Increase understanding and focus on racial justice from funders

We hosted four Alliance meetings with 163 participants from both our Alliance membership and across the wider philanthropy sector. Meeting topics included exploring different approaches to investing sustainably in Black and Minoritised led campaigns and advocacy, diversity guidance on internal policies and relationship engagement with a race equality lens, the results of the audit, an intersectional analysis of the cost of living crisis, and widening understanding of applying a racial justice lens.

The Alliance hosted several other meetings during the year including a panel on decolonising wealth, and a thinking space for racial equality organisations.

2. Increase and improve funding to address racial justice

The Racial Justice Audit was designed to deliver on our objective to increase sustainable and flexible funding for Black and Minoritised-led organisations. We supported the third cohort of funders to complete the audit and delivered the results in November 2022, reporting on fifteen members who submitted data on 1,003 grants awarded between 1st July 2021 and 1st August 2022, with a total of £85.1m.

The audit has proved useful to members every year, with one member saying it provided 'Fascinating new data on how Alliance members are directing a growing proportion of their funding towards organisations addressing racial injustice'. Another member made clear that the audit is useful for highlighting where change is still needed, saying the audit showed 'there's still a lot of work required to share power in civil society. Only 25% of organisations set up to support BME communities are led by BME people'. Nearly 25% of visitors to the Alliance website from November to January visited the Audit tool page.

3. Increase Black and Minoritised people's representation

This year the Alliance developed Sustaining the Workforce, a programme to engage with Black and Minoritised people working within philanthropy and provide a safe space to nourish, support and sustain their involvement in the sector. Phase 1, the planning and development of the Sustaining the workforce project, took place to develop a wellbeing programme for Black and Minoritised individuals working in philanthropy. Ten Years' Time and Future Foundations UK, the delivery partners, carried out two focus groups, gathering insights from the Black and Minoritised community, helping to guide the programme content and structure, which will be delivered in 2023/24.

4. Grow and strengthen the membership.

Over the year we grew the Alliance to 46 member organisations. We concluded a scoping exercise, resulting in a refreshed strategy and theory of change.

We helped establish informal funder intermediary meet-ups, exploring the unique positioning of network organisations, looking at ways to move forward to developing and strengthening funder practice. Conversations led to focusing on a power analysis of funder culture, and creating collective and intentional conversations.

We also launched a new website, including a members area which will give members access to updates, meeting minutes, as well as a space to connect with other funders. We made sure that the Alliance branding was consistent across all communications and the changed update format and timing increased the open rate to 36%.

Plans for 2023/24 include completion of the Sustaining the Workforce programme, and finalising a new membership model to improve the Alliance's own sustainability.

Enterprise Development Programme (EDP) / Equality Impact Investing project (EIIP)

This year saw the completion of our three-year programme of developing enterprise across 37 equality sector charities, with 17 organisations all at various stages in their enterprise journey, taking part in our final cohort.

Our work on this programme continued to involve planned learning and peer support for these organisations and the oversight of grant distribution to support their enterprise development. Through this programme Equally Ours has awarded just over £1.2 million since 2019.

This year also saw the start of our 18-month enterprise development alumni phase, which was developed on co-production and co-design principles with Equally Ours working closely with organisations individually. The alumni phase of the EDP intends to build lasting networks and continued support for building resilience through enterprise development. To achieve this we have focused on creating peer learning environments. We will also be running thematic sessions over the course of the programme which will address different forms of selling, mental health and wellbeing sessions. We are planning to join up these sessions with other strands within the EDP, including Black and Minoritised Communities, Environment, Homelessness, Mental Health, and Youth, to ensure we have cross sector peer learning opportunities.

As part of this phase we ringfenced £120,000 for match trading grants, which are being distributed to 14 of organisations taking part in this programme.

Our pro-bono legal partnership with Herbert Smith Freehills continued to bring immense value to the programme, and organisations received consultancy support on areas including contracts, governance, and regulatory compliance.

Throughout the year we continued with activities in this area beyond supporting the EDP cohorts. We co-hosted with Good Finance a virtual event about social investment, hearing from diverse leaders who have taken on social investment, what they learned, the opportunities and challenges, and what they wished they had known at the start of the process. We also took part in a half-day workshop with Access to discuss learning from Access' stage one research into the equality sector's financial make up. We gave our input at an Access-funded away day in to work closely with other programme partners on how to ensure longevity of the work beyond Access' funding. And we continued to take a leading role in the Equality Impact Investing Programme taskforce. As the EDP is coming to an end, we aim to ensure we are capturing key learning from the programme.

In the year ahead, Equally Ours will commission research into perceived barriers to social investment for equality organisations. This will provide evidence to help address gaps in social

investment, particularly in relation to equality organisations whose primary purpose or mission is advancing equality and reducing inequality whether through services, goods, policy change or other activities.

"The grant and additional support particularly the legal support has been useful- the programme has certainly transformed our thinking - Trading as an income stream and to enable our charitable objectives has been exceptional"

"EDP has been an amazing experience of peer learning, support and encouragement at the most challenging times in our recent history. Not just barriers around pandemic, but then cost of living crisis and the impact on disabled people in general. The support from the EDP project has been fantastic."

d. Sector strength

Civil Society Group

Equally Ours is an active member of the Civil Society Group, a group that was initiated during the pandemic to build collaboration between civil society infrastructure organisations. The objectives of the CSG are:

- to use our collective power to influence government in all parts of the UK
- To promote and support programmes of beneficial change within the sector
- To maintain a mechanism for cooperation and communication

We participate in the Strategic Oversight Group and are involved in all three strands of the work.

We helped to organise a workshop for the Strategic Oversight Group of the CSG. This was to find ways of the SOG becoming more effective at driving delivery on its three objectives. It was deemed that the third objective or cooperation and communication was being met but that more needed to be done on the other two objectives.

Our work with the CSG included being involved in a government consultation roundtable on the revisions to the dormant assets legislation, building on our experience of EDP, and in developing communications with government on energy pricing and the cost-of-living crisis.

In the policy meetings Equally Ours kept the group informed on the proposed Bill of Rights Bill and associated threats to human rights. We shared information influencing the Labour election manifesto and joined a small group to develop ideas for common positions for manifesto influencing ahead of the next general election. We also contributed to the development and promotion of a new survey on the State of the Sector, supporting inclusion of questions to enable disaggregation and engaging in discussion on how to improve response rates in the future among equality groups.

We flagged Disability Rights UK as a source of case studies on the impact of the cost-of-living crisis & contributed to discussion on strategy in approaching the Treasury. We shared our briefing on the REUL Bill & and highlighted the impact of equality legislation, raising the profile of the issue for members of the group.

Strategic communications capacity building and consultancy

We delivered a combination of grant-funded and consultancy projects, all aimed at equipping equality groups and wider civil society to advance people's equality and human rights by applying strategic communications and narrative reframing techniques to the policy advocacy and communications. The projects were:

Reframing the conversation about Trans people in Scotland:

We were commissioned by Scottish Trans, Stonewall Scotland and LGBT Youth Scotland for a year-long research and messaging project seeking effective ways to talk about trans issues to the Scottish public.

We built a solid base of research on current public thinking on trans issues which we used as a grounding for a period of iterative message development. After this we ran two message testing focus groups, one with the targeted audience and one with community members with lived experience. These focus groups gave us rich insights into how different messaging on this issue is received. As a result of these insights we developed the messages further, working with the project lead, and then tested the messages in a large-scale quantitative survey with the Scottish public.

We also worked with the organisations' staff to train them in strategic communications and supported them in training community members in turn.

At the end of this project we presented the complete findings to the partners and wrote the guidance report for them. We also worked with them to develop usable resources for themselves and the wider community members.

Reframing the narrative to improve public understanding of disability and Deaf and Disabled People's Organisations (DDPOs):

We were delivery partners in this two-year project led by Inclusion London and Inclusion Barnet to develop, test and support implementation of new framing to change the narrative on disability, focused on the London audiences of the DDPO partners.

We worked with a steering group through this project and held an initial workshop with the project partners to develop and agree the stages of delivery.

The first stage was a discourse analysis, which we completed with Professor Elena Semino of Lancaster University and the literature review, which we worked on with Dr Jason Olsen, a disabled researcher specialising in disability issues.

Throughout the project we worked side-by-side with a colleague at Inclusion Barnet so that she learns about strategic communications and running strategic communications projects, to help build capacity and embed skills initially within Inclusion Barnet and as the project progresses across other DDPOs also.

Following the discourse analysis and the literature review, we developed the discussion guide and potential framing for testing with the public in three focus groups that were held in January. A further workshop and, for accessibility reasons two 1-1 interviews with activists unconnected to the project, were then completed. This enabled us to move on to the qualitative research phase.

We wrote the summary report on all the research findings to date and the implications for the next phase of the project, which we discussed with the steering group at a workshop in March

2023 as part of the co-design process.

In 2023/24 the next stage will be to develop the frames and messages to be tested through a representative survey of the London public, conduct the survey, produce a report on the results and recommendations. These will feed into phase 2 of the project focused on equipping London-based DDPOs to apply the research and strategic communications techniques in their policy work and communications with key audiences.

Stronger Voices (with Media Trust)

Stronger Voices is a City Bridge Trust funded project delivered by Media Trust. It is a free, six-month strategic communications capacity-building programme for London-based equality organisations. The programme supports equality organisations to communicate more effectively with their audiences and raise the profile of their work in the media. Equally Ours has been a delivery partner for this project since its inception five years ago.

Equally Ours completed the last phase of its contribution to the 2022-23 programme, providing a face-to-face interactive revision session and one-to-one advice clinic with course participants, speaking at their graduation ceremony and sitting on the Advisory Group for the programme.

Media Trust confirmed that they have successfully secured five years of funding and would like to continue working with Equally Ours, through similar workshops and events.

The course convenor noted that this is fantastic, and comments from the group showed similar positive sentiments and strong learning.

"A simple structure for creating any key message ... The most valuable part for me was a fresh perspective, Cat challenged a lot of the ways I, and other charity comms folks, think about key messages... This workshop helped me reframe my thinking and will immediately change the way I communicate externally."

Communications for Change project (Trust for London)

Communications for Change is Equally Ours' long-standing programme of training that supports equality charities to develop strategic communications through reframing.

Recruitment for the charities wishing to attend the 2022-23 programme took place in October. We received 66 applications for 16 places, necessitating a thorough approach to shortlisting the charities. In light of this high demand we increased the number of available places to 10 per programme (a total of 20).

At the start of 2023 we began the new programme, comprising:

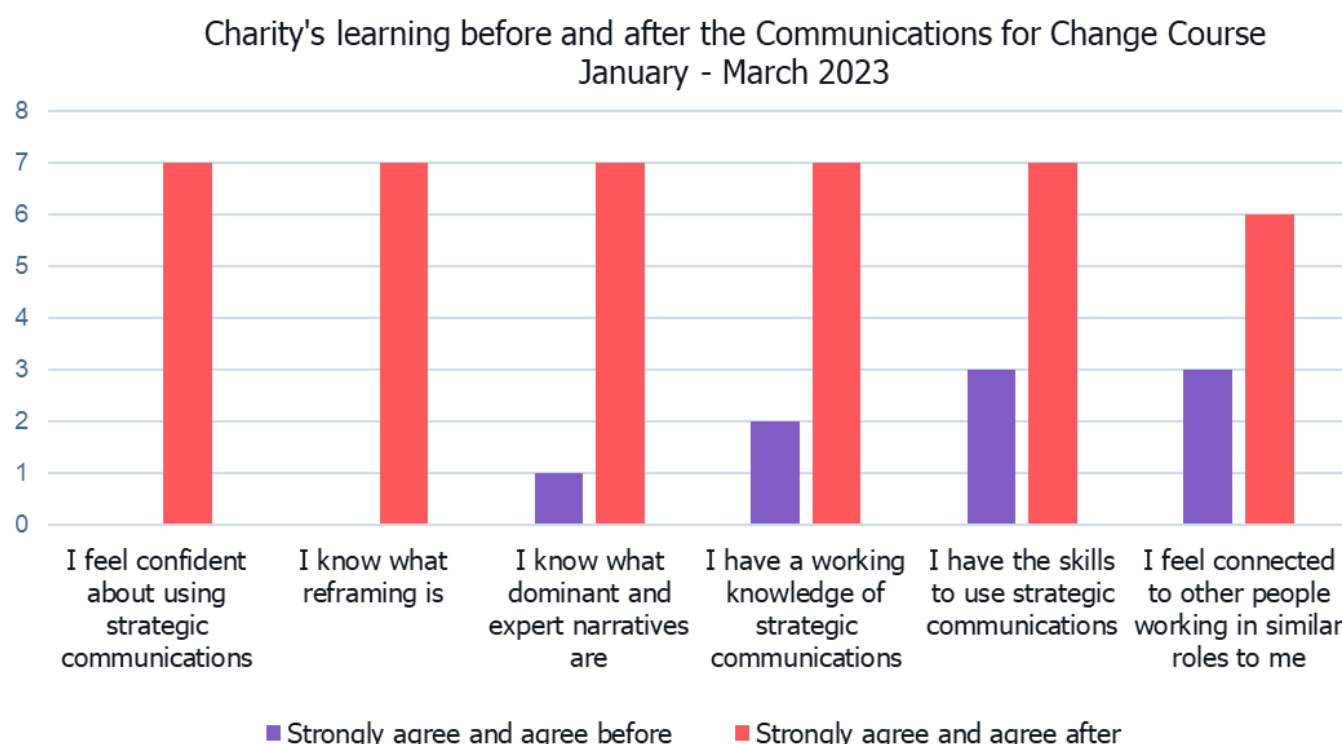
- Three learning workshops exploring strategic communications theory, practice and examples (run twice a year)
- An optional month-long 'community of practice' to support organisations during implementation of their learning (run twice a year)
- Half a day of free consultancy to provide one-to-one support (run for every charity on the programme)
- An alumni network
- Three annual Alumni 'surgery' events for updates and support
- A peer learning element from year two onwards

- Establishment of a network of framing trainers
- Three introductory open workshops each year for a wider range of charities

In addition Equally Ours provided an intranet of framing resources for participants and captioned videos of each workshop.

The January – March programme worked with 12 representatives from 9 organisations, who seek to address equality issues, from refugee rights, to health equity and race equality. All organisations successfully completed workshops. Two-thirds of the group chose to attend one or more of the optional 'Community of Practice' sessions, although some of these were cancelled due to staff illness. All but one organisation accessed their half-day of free consultancy.

8 out of 9 organisations completed evaluation forms for the programme. As the chart below demonstrates, all reported a significant increase in confidence, knowledge and skills pertaining to reframing. Course participants are already applying their learning on podcasts, social media and campaigns and have shared examples.



Feedback for the programme was excellent, for the content, delivery and interactivity:

"One of the best training courses I've been on. I would 100% recommend this to any charity or community group, it's packed with practical tools you can start to apply immediately."

"Coming together with other groups and doing activities together was really helpful and great for building connections"

A second cohort of learners joined the programme in March, with their programme going on until May 2023. There were 17 representatives from 11 organisations, working on equality issues from disabled people's rights to employment rights and poverty.

We adapted the course content and materials to meet the access requirements of the learners, including compatibility with screen readers, use of captions, regular breaks, early access to slides, and dyslexia and ADHD accessible material.

e. Equally Ours' strength

Anti-racism programme and strategy

We continued our significant anti-racism programme this year, working with consultants from Genesis Consultancy to hold workshops and meetings with members, the board, the co-CEOs, staff team as a group, and specifically with our black and global majority staff. This was an in depth piece of work and resulted in a report in November 2022 with informative observations and in depth recommendations. This was a very important piece of work for us and in 2023/24 will be translated into a strategy and plan of action that will mean Equally Ours continues to learn as an organisation and that we live by our values.

Organisational resilience and sustainability

The team continued to show impressive resilience in the face of more challenges this year as a result of bereavements and caring responsibilities. This year also saw team members being promoted, taking up new opportunities outside Equally Ours and, as a result, new people joining us. Through all this we were able to develop our work across our priority areas, and to secure renewed and additional funding.

We changed our accounting services provider during this year and also brought our pension, life assurance and benefits provision contracts in house. The transfer of this work required a lot of attention but it was all successfully concluded by the end of the year.

However, all of the above meant that both our new ten year strategy and our anti-racism programme, and the development of the subsequent anti-racism strategy and plan, were delayed.

5. Future Plans

We will continue implementing our 10-year strategy and this will be the foundation of our future work. Highlights and priorities for the year ahead are:

Law

1. We will continue to protect and advance our hard-won rights, by making sure that the views of the wide range of people and communities that we and our members are part of and represent are put forward to the main political parties as we approach the forthcoming general election; and by defending against the proposed reduction of equality and human rights protections in any draft legislation.
2. We will complete the Crime Prosecution Service (CPS)'s Rape and Serious Sexual Offences project, that will contribute to advancing justice in rape cases as part of the CPS five-year rape strategy. We will produce a report on public attitudes, a report on framing and messaging, and a summary policy report. We will provide quality assurance support to the CPS as they implement the recommendations in the reports.

Climate

1. We will report on scoping research on how to ensure people's equality and human rights are at the heart of the response to the climate breakdown, and ensuring that intersectional structural inequalities are the starting point for a rights-based solution to the crisis. We will plan a programme of activity based on the findings of the scoping research, and securing funding for the programme.

2. We will collaborate with the VCSEP on identifying, developing and promoting good practice needs assessments to improve emergency preparedness and response planning, particularly in relation to extreme weather events.

Investment

1. The secretariat (provided by Equally Ours) of the Funders for Race Equality Alliance (the Alliance) and the Alliance will introduce a membership model to further strengthen members' engagement and commitment to racial justice; and deliver a pilot programme on how best to support Black and Minoritised staff working in philanthropy in collaboration with Ten Years Time and Future Foundations UK, including a report on learning and recommendations.
2. As part of our Enterprise Development Programme we will deliver research into overcoming barriers to returnable finance for equality organisations; and contribute thinking from equality and intersectional perspectives into the development of the forthcoming [Community Enterprise Growth Plan](#).

Sector strength

1. We will sustain and strengthen our policy network through five member meetings and five strategy meetings; the annual CEOs' and chairs' gathering; increased 1-1 engagement to deepen or refresh relationships; and a clearer focus on our own and others' lived experience.
2. We will complete delivery of our four ongoing strategic communications projects; deliver two new smaller scale projects for Why Me? on restorative justice and Just Fair on economic, social and cultural rights; and secure funding for one new larger scale project.

Equally Ours' strength

1. Our organisational development priority for the year will be implementation of our anti-racism strategy and plan.
2. Once the anti-racism plan is sufficiently embedded, we will begin a sustainability and structural review to ensure we are as fit for purpose as possible to deliver on our ten year strategy.

6. Structure, Governance and Management

Trustee board

Up to eight Equally Ours' Trustees are elected by the members of the Equally Ours policy network; up to six can be co-opted. The Board and Equally Ours members are committed to ensuring that the Board has a diverse membership and possesses the skills and knowledge to enable Equally Ours to operate successfully, and we conduct an audit every year to help inform the elections and co-options processes. Every Trustee has an induction meeting to go through their role and the purpose of Equally Ours, they also take the NCVO Role and Duties of Trustees course, sign up to the Nolan Principles and take part in our anti-racism programme. The Trustees as Charity Trustees have control of the Charity and its property and funds.

The Trustees are responsible for preparing the Trustees Annual Report and Accounts, in line with applicable law, accounting standards and good practice. Trustees also ensure that Equally Ours

carries out its Objects, as defined in its Memorandum of Association, and act in a way that stewards Equally Ours' interests, future, legal duties, funds and reputation. The Trustees set the strategy for the charity and support the co-CEOs and staff team in their role of implementing the strategy.

During the year, Magdelene Davis stood down following five years' dedicated service as a co-opted trustee. Sue Coe, elected trustee, left the TUC so under our rules had to step down from the board.

Catherine (Cat) Burton from GIREs, Colin Davidson from the Discrimination Law Association (DLA), Kudsia Batool from the Trade Union Congress (TUC), and Natalie Cresswell from AgeUK all joined the Board as elected Trustees in October 2022.

The trustees bring extensive knowledge of equality and human rights together with experience of senior management and governance within the voluntary sector and other sectors. They meet four times a year and are responsible for the organisation's overall strategy and governance and for proper use of its resources. Trustees pay close attention to the views of the member organisations but act independently.

Equally Ours is both a registered charity and a company limited by guarantee. It is governed by its Memorandum and Articles of Association, which were approved and adopted in January 2008 (upon registration as a charitable company) and as amended in November 2018.

7. Staff team

The staff in 2022/23 were:

- Ali Harris, Co-Chief Executive, 0.6fte job-share
- Clare Moody, Co-Chief Executive, 0.6fte job-share
- Kamille Leon, Office and Resources Manager, full-time
- Kathryn Quinton, Communications Director, full-time
- Cat Whitehouse, joined the team as Head of Strategic Communications
- Liz Shannon, Parliamentary and Policy Advisor, 0.6fte
- Tansy Hutchinson, Head of Policy, full-time
- Tracey Agyeman, Programme Manager then Head of Programme, Funders for Race Equality Alliance, full-time
- Yusra Ali, Programme Officer for Funders for Race Equality Alliance, full-time
- Aimee Dorsett-Browne, Enterprise Development Programme Manager, full-time until end of December 2022
- Tanishtha Sen Gupta, Member and Community Engagement Officer, full-time until January 2023, when she became Enterprise Development Programme Manager full-time
- Lukia Nomikos, joined the team as Community Engagement Officer at the end of the March.

Key management personnel were the Co-Chief Executives and the Communications Director. Their pay and remuneration were set at the time of their recruitment by benchmarking similar roles in comparable organisations.

All fundraising activity for Equally Ours was carried out by the staff.

8. Public benefit

In carrying out its work Equally Ours pays due regard to Charity Commission guidance concerning public benefit. The Trustees are satisfied that all Equally Ours' activities in 2022/23 were of public benefit and that the charity's funds were spent to achieve public benefit.

9. Membership list

Members

Members of the Equally Ours policy forum are formally members of the charity and play a governance role.

Age UK

British Institute of Human Rights

Children's Rights Alliance for England

Disability Rights UK

Discrimination Law Association

End Violence Against Women Coalition

Equality Trust

Fairness Foundation

Fair Play South West

Fawcett Society

Friends, Families and Travellers

Gender Identity Research & Education Society

Humanists UK

Law Centres Network

Maternity Action

Migrant Centre NI

Mind

National Alliance of Women's Organisations

Race on the Agenda

Royal National Institute for Deaf People

Royal National Institute of Blind People

Runnymede Trust

SignHealth

Stonewall

Trades Union Congress

Traveller Movement

UK Race and Europe Network

UNISON

Women's Budget Group

Women's Resource Centre

Associate members

Amnesty International UK

Brap

Black South West Network

British Muslims for Secular Democracy

Business Disability Forum

Carers UK

Caritas Social Action Network

Catholic Bishops' Conference of England and Wales

Child Poverty Action Group

Chronic Illness Inclusion

Citizens Advice

Consortium of LGBT Voluntary and Community Organisations

Employers for Carers

Employers Network for Equality & Inclusion

Equal Rights Trust

EqualiTeach

Faith-based Regeneration Network

FiLia

Galop

HEAR

Inclusion London
Inclusion North
Just Fair
Law Society
Liberty
Migrants' Rights Network
National Association of Welfare Rights Advisers
National Survivor User Network
Northern Ireland Council for Racial Equality
Refugee Council
René Cassin
Restorative Justice for All
Royal College of Nursing
Stop Funding Hate
Unite The Union
Voice 4 Change England
Why Me?
YESS Law
Young Women's Trust

Observers

Centre on Migration, Policy and Society
Equality and Human Rights Commission
Government Equalities Office
Greater London Authority
Independent Police Complaints Commission
Inter Faith Network
Joint Committee on Human Rights of the UK Parliament
JUSTICE
Local Government Association

Macmillan Cancer Support

Ministry of Housing, Communities and Local Government

Ministry of Justice

Office of the Committee for Employment & Social Security, States of Guernsey

Scottish Human Rights Commission

The Office of the Children's Commissioner for England

UN Women UK

Unicef UK

Women and Equalities Select Committee

10. Reference and administrative information

COMPANY NUMBER	06464749
CHARITY NUMBER	1135357
TRUSTEES AND DIRECTORS	Jess McQuail, Chair, re-co-opted from July 2023 Julie Bishop, Vice-chair, elected Ibrahim Ali, Treasurer, re-co-opted, from July 2023 Chris Whitwell, co-opted Magdelene Davis, co-opted, stood down September 2022 Andrea Simons, elected Sue Coe, elected, stood down April 2022 Catherine Burton, elected December 2022 Colin Davidson, elected December 2022 Kudsia Batool, elected December 2022 Natalie Cresswell, elected December 2022
REGISTERED OFFICE	The Foundry, 17 Oval Way, London, SE11 5RR
INDEPENDENT EXAMINER	Sarah Anderson (FCCA), BDO LLP, 55 Baker Street, London, W1U 7EU

BANKERS

Unity Trust Bank plc, Nine Brindleyplace, 4 Oozells
Square, Birmingham, B1 2HB

11. Financial review

During the financial year ending 31st March 2023 (2023) Equally Ours secured income of £737,198 (2022: £559,624), made up of £571,825 (2022: £383,760) for specific projects and £165,373 (2022: £175,864) of unrestricted income. This represents an increase in total income of £177,574 (2022: decrease of £36,498) compared to the prior year. Expenditure over the year was £725,926 (2022: £570,613), resulting in an overall net income of £11,252 (2022: net expenditure of £10,989). At the end of 2023 the unrestricted funds balance decreased to a deficit of £8,665 (2022: £100,320), whilst the balance of £312,122 (2022: £191,896) on the restricted fund balance has all been committed for expenditure during the forthcoming period.

12. Reserves policy

The funds of the charity are held in the accumulated fund for use in line with the objectives of the trust. The Trustees have established a policy whereby the unrestricted funds not committed (the free reserves) held by the charity should aim to be three months of planned expenditure, which is currently £132,077. Closing down costs will be significantly less than this. The free reserves have decreased during the year to a deficit of £8,665 (2022: surplus of £100,320). The deficit in unrestricted funds is due to timing differences and was replenished post year end by unrestricted grant income.

13. Risk management

The Trustees review the risks facing the charity, with a regularly reviewed, detailed risk register covering Governance, Resources, People and Reputation.

The central risks continue to be funding and reputational. The financial position of Equally Ours is an agenda item at every Board meeting, assessing the current position against budget, looking over the management accounts, reviewing forecast income and expenditure and identifying potential funding gaps in future budgets. Fundraising for both core and project work continues to be a central task.

The reputation of Equally Ours is a significant asset for the charity, as such, has a specific focus in a regular risk review. Significant attention is given to the content of our communications and to our relations with members and stakeholders with this in mind. Where specific reputational risk areas are identified a proactive approach is agreed with the Board to mitigate risks in this area.

In 2022/23 the charity identified new accountancy and bookkeeping support providers and brought our payroll, pension and employee benefits provision in house, which was successfully concluded at the end of March 2023. We were delighted to secure the renewal and increase of the LEF and John Ellerman multi-year grants. We are also very pleased to have started the new Access funded Enterprise Development Alumni programme.

The Trustees believe that it is appropriate to prepare the accounts on a going concern basis.

14. Statement of Trustees' responsibilities in relation to the financial statements

The Trustees (who are also the directors of Equally Ours for the purposes of company law) are responsible for preparing the Trustee's annual report and the financial statements in accordance with applicable law and regulations. Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare financial

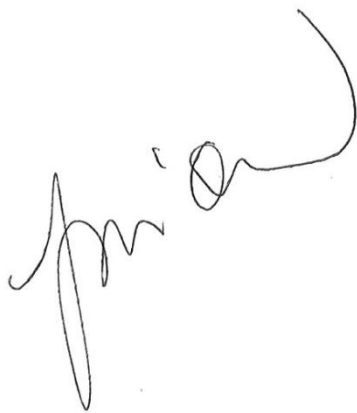
statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and the results of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in Charities SORP
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK accounting standards have been met
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In preparing the Trustees' report advantage has been taken of the small company's exemption.

Approved by the Trustees and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'Jess McQuail', with a large, sweeping flourish at the end.

Jess McQuail

Chair

Date: 4 October 2023

15. Independent examiner's report to the Trustees of Equally Ours

I report to the charity's Trustees on the accounts of the company for the year ended 31 March 2023.

This report is made solely to the charity's Trustees, as a body, in accordance with Regulation 31 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity's Trustees as a body, for my work, for this report, or for the statement I have made.

Responsibilities and basis for 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 member of the ICAEW, 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:

- accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act
- the accounts do not accord with those records
- 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'
- 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.

Sarah Anderson FCCA

DocuSigned by:

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Date: 04 October 2023

BDO LLP, 55 Baker Street, London, W1U 7EUu

EQUALLY OURS STATEMENT OF FINANCIAL ACTIVITIES (including THE INCOME AND EXPENDITURE ACCOUNT) FOR YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted Funds	Restricted Funds	Total this year	Unrestricted Funds	Restricted Funds	Total Last year
		£	£	£	£	£	£
INCOME							
Donations	3	122,298	463,077	585,375	111,284	336,260	447,544
Income from charitable activities		20,825	108,748	129,573	-	47,000	47,000
Other income	3	22,250	-	22,250	64,580	500	65,080
TOTAL INCOME		165,373	571,825	737,198	175,864	383,760	559,624
EXPENDITURE							
Expenditure on charitable activities	4-7	274,358	451,588	725,946	204,764	365,849	570,613
TOTAL EXPENDITURE		274,358	451,588	725,946	204,764	365,849	570,613
Net income / (expenditure) in funds		(108,985)	120,237	11,252	(28,900)	17,911	(10,989)
Total funds at 1 April 2022		100,320	191,896	292,216	129,220	173,985	303,205
Total funds at 31 March 2023		(8,665)	312,133	303,468	100,320	191,896	292,216

The statement of financial activities includes all gains and losses recognised in the year. All incoming resources and resources expended derive from continuing activities. The notes on pages 32 to 43 form part of these financial statements.

EQUALLY OURS BALANCE SHEET AS AT 31 MARCH 2023

	Note	Total this year £	Total last year £
FIXED ASSETS			
Tangible fixed assets	7	4,719	5,837
CURRENT ASSETS			
Debtors	8	120,250	91,001
Cash at bank and in hand		307,266	267,970
		427,516	358,971
CREDITORS			
Amounts falling due within one year	9	128,767	72,592
TOTAL NET ASSETS		303,468	292,216
FUNDS			
Unrestricted funds		(8,665)	100,320
Restricted funds		312,133	191,398
		303,468	292,216

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

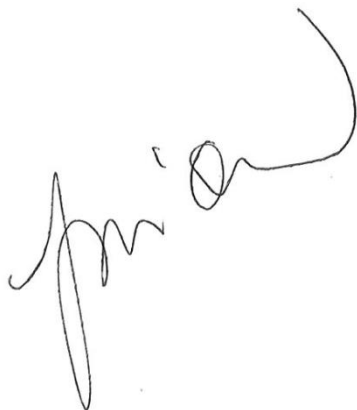
The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The Trustees acknowledge their responsibilities for:

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006; and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of the financial year and of its surplus and deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The financial statements have been prepared in accordance with the provisions of Part 15 of the Companies Act 2006 relating to small companies.

These financial statements were approved by the Trustees on 4 October 2023 and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'Jess McQuail', with a large, sweeping flourish at the end.

Jess McQuail

Chair of Trustees

Company registration number: 06464749

The notes on pages 32 to 43 form part of these financial statements.

EQUALLY OURS STATEMENT OF CASHFLOWS AS AT 31 MARCH 2023

	This year	Last year
	£	£
Net income / (expenditure) for the year	11,252	(10,989)
Adjustments for:		
Depreciation of tangible fixed assets	1,945	1,735
(Increase) in debtors	(29,249)	(6,058)
Increase/(decrease) in creditors	56,175	(40,825)
Net cash generated from operating activities	40,123	(56,137)
Purchase of tangible fixed assets	(827)	(7,572)
Net cash used in investing activities	(827)	(7,572)
Change in cash and cash equivalents in the reporting period	39,296	(63,709)
Cash and cash equivalents at the beginning of the reporting period	267,970	331,679
Cash and cash equivalents at the end of the reporting period	307,266	267,970

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.23

1. ACCOUNTING POLICIES

General information

Equally Ours is a registered charity, number 1135357, and a charitable company limited by guarantee, number 06464749, incorporated in England and Wales. The address of its registered office is The Foundry, 17 Oval Way, London, SE11 5RR.

Basis of accounts

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. 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 (FRS102) (effective 1 January 2019) – (Charities SORP(FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

The financial statements are prepared in pound sterling (£) and the figures are rounded to the nearest £.

Equally Ours constitutes a public benefit entity as defined by FRS 102.

At the time of approving the accounts, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The Trustees therefore believe that it is appropriate to prepare the accounts on a going concern basis.

At the end of August 2023, the charity had £298,273 cash available.

Salaries make up a significant portion of the overall forecast expenditure for the next 12 months, however grant income is often directly linked to this. Staff are allocated to specific projects and the charity would be reactive to changes in staff requirements arising from project changes.

Company status

The charitable company is a company limited by guarantee. The members of the company are the Trustees named on page 23. In the event of the charitable company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

Incoming resources

Income is recognised in the period in which the fund is entitled to receipt, it is probable that the income will be received and the amount can be measured with reasonable certainty.

Donated services and facilities

Donated services and facilities are recognised as income when any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable, and that economic benefit can be measured reliably. On receipt, donated services and facilities are recognised on the basis of the value of the gift to the charity, which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent

economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Resources expended

Expenditure is included on an accruals basis. Expenditure is allocated directly to the activity to which it relates, including support costs which can be identified as being an integral part of direct charitable expenditure. It would be impractical to allocate expenditure in to the 5 activities listed in the trustees report due to the overlapping nature of the projects undertaken.

Operating leases

Rentals applicable to operating leases are charged to the Statement of financial activity over the period in which the cost is incurred.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Fund accounting

Unrestricted funds - These are funds which can be used in accordance with the charitable objects at the discretion of the Trustees.

Restricted funds - These are funds that can only be used for particular restricted purposes within the objects of the charity.

Pension

Contributions to the charity's defined contribution pension scheme are charged to the statement of financial activities account in the year in which they become payable. The assets of the scheme are held separately from those of the charity in an independently administered fund.

Tangible fixed assets

Depreciation is calculated to write off the cost less estimated residual value of fixed assets over their estimated useful lives.

Computer equipment – 25% reducing balance.

Significant judgments and estimates

In the application of the charity's accounting policies, the directors are required to make judgments, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

There were no judgment or material estimation uncertainties affecting the reported financial

performance in the current or prior year.

2. TRUSTEES' REMUNERATION

No Trustee has received any remuneration during the year (2022: £nil). See Note 5 for Trustee expenses.

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.23

3 DONATION INCOME

UNRESTRICTED

	This year	Last year
	£	£
Joseph Rowntree Foundation	-	33,750
John Ellerman Foundation	46,666	35,000
Advent of Change	-	2,534
Esmée Fairbairn Foundation	75,632	20,000
The AB Charitable Trust	-	20,000
	122,298	111,284

RESTRICTED INCOME

Barrow Cadbury Trust	134,435	124,500
Joseph Rowntree Charitable Foundation	27,282	13,464
Dr Marten Foundation	3,000	-
Access Foundation	166,277	140,796
Youth endowment fund	2,000	-
Mission 44	6,000	-
Trust for London	26,250	-
The Legal Education Foundation	97,833	55,000
Media Trust (City Bridge Trust)	-	2,500
	463,077	336,260

OTHER INCOME

Membership fees,
training, furlough
payments, etc.

	22,250	65,080
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EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.23

4 ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

	Unrestricted	Restricted	This year	Unrestricted	Restricted	Last year
	£	£	£	£	£	£
Salaries	161,402	288,887	450,289	139,671	274,458	414,129
Other staff costs	6,369	2,521	8,890	16,267	7,171	23,438
General office costs	15,473	-	15,473	(12,151)	24,428	12,277
Independent examination & accountancy fees	16,713	-	16,713	13,300	-	13,300
Legal fees	-	-	-	192	-	192
Bank charges	237	-	237	176	-	176
Insurance	1,189	-	1,189	1,084	-	1,084
Service charge & rent	20,620	6,000	26,620	6,970	-	6,970
Events venues & related costs	2,339	2,380	4,719	600	13,496	14,096
Research & publications	4,551	20,830	25,381	6,214	9,299	15,513
Campaigning	-	-	-	6,825	36,633	43,458
Website	3,179	-	3,179	2,131	216	2,347
Consultancy	(120)	-	(120)	21,700	-	21,700
Travel & subsistence	16	960	976	-	148	148
Depreciation	1,945	-	1,945	1,735	-	1,735
Bad debt provision	2,183	-	2,183	50	-	50
Access and interpretation costs	375	-	375	-	-	-
Subscriptions and membership costs	3,747	-	3,747	-	-	-
Program costs	34,140	130,010	164,150	-	-	-
	274,358	451,588	725,946	204,764	365,849	570,613

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.23

5 EXPENSES AND FEES – GOVERNANCE EXPENSES

5.1 Trustees' expenses

	This year	Last year
Number of Trustees who were paid expenses	1	0
Nature of the expense	Travel	Travel
Total amount paid	£468	£nil

5.2 Fees for examination or audit of the accounts

	This year £	Last year £
Independent examination	2,400	2,450
Accounts preparation	2,600	2,144
Total amount paid	5,000	4,594

6 STAFF

6.1 Staff costs

	This year £	Last year £
Gross wages, salaries and benefits in kind	383,524	357,354
Employer's National Insurance costs	39,819	31,513
Pension costs	26,946	25,262
Total amount paid	450,289	414,129

No members of staff received emoluments over £60,000, (2022: 1 member of staff received emoluments of £60,000 to £69,000)

6.2 Average number of full-time equivalent employees in the year.

Key management personnel included the Trustees, none of whom received any

Remuneration. The Co-Chief Executives for whom the total amount of benefit was £90,093 (2022:

£74,055). The Communications Director received total amount of benefit of £34,284 (2022: £65,827). The total benefit being £124,377 (2022: £139,882), including employer's National Insurance and employer's pension contributions.

	This year	Last year
Average number of staff	10.8	10.3
Average number of fte staff	8.0	9.8

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.23

7 TANGIBLE FIXED ASSETS

	Computer equipment	Total
	£	£
Cost		
At 1 April 2022	7,572	7,572
Additions	827	827
At 31 March 2023	8,399	8,399

Depreciation		
At 1 April 2022	1,735	1,735
Charge for the year	1,945	1,945
At 31 March 2023	3,680	3,680

Net book value		
At 31 March 2023	4,719	4,719
At 31 March 2022	5,837	5,837

8 DEBTORS

Analysis of debtors	Amounts falling due within one year	
	This year £	Last year £
Prepayments and accrued income	48,441	51,993
Trade debtors	65,317	39,008
Other debtors	6,492	-
Total	120,250	91,001

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.23

9 CREDITORS AND ACCRUALS

Analysis of creditors	Amounts falling due within one year	
	This year £	Last year £
Trade creditors	112,008	46,472
Accruals	5,869	15,820
Deferred income*	-	10,300
Other creditors	10,890	-
Total	128,767	72,592

*Analysis of deferred income		
b/f 1 April 2022	Scottish Trans Alliance – instalment 2 of 3 for communicating trans rights in Scotland	£4,200
	LGBT Youth Scotland – instalment 2 of 3 for communicating trans rights in Scotland	£6,100
Total b/f & reversed in full		£10,300
c/f 31 March 2023		
Total c/fwd		£nil

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.23

10 RESTRICTED FUNDS ANALYSIS

EARNED INCOME	Fund balances as at 1st April 2022	Incoming Resources	Resources expended	Fund balances as at 31st March 2023
City Bridge Trust	-	51,648	(36,608)	15,040
The Mayor's Office for Policing And Crime (MOPAC)	41,590	-	(19,635)	21,955
Crown Prosecution Service – Framing Research Project	-	57,100	(53,420)	3,680
Total earned income	41,590	108,748	(109,663)	40,675
DONATIONS				
Barrow Cadbury Trust	9,167	30,500	(27,502)	12,165
Access	63,917	166,277	(131,310)	98,884
Trust for London	-	26,250	(16,302)	9,948
Joseph Rowntree Foundation	-	27,282	(671)	26,611
Legal Education Foundation	21,502	97,833	(57,225)	62,110
Funders for Race Equality Alliance	55,220	114,935	(108,915)	61,240
Total donations	149,806	463,077	(341,925)	270,958
OTHER INCOME	500	-	-	500
TOTAL RESTRICTED FUNDS	191,896	571,825	(451,588)	312,133

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.23

EARNED INCOME	Fund balances as at 1st April 2021	Incoming Resources	Resources expended	Fund balances as at 31st March 2022
The Mayor's Office for Policing And Crime (MOPAC)	-	47,000	(5,410)	41,590
Total funds	-	47,000	(5,410)	41,590
DONATION INCOME				
Barrow Cadbury Trust (1)	13,500	28,500	(32,833)	9,167
Trust for London	33,034	-	(33,034)	-
Access	23,789	140,796	(100,668)	63,917
Emergence Foundation	2,633	-	(2,633)	-
Media Trust (City Bridge Trust)	6,500	2,500	(9,000)	-
Joseph Rowntree Foundation	3,558	13,464	(17,022)	-
National Lottery Community Fund	47,210	-	(47,210)	-
Legal Education Foundation	13,000	55,000	(46,498)	21,502
Barrow Cadbury Trust (2)	30,761	96,000	(71,541)	55,220
Total funds	173,985	336,260	(360,439)	149,806
OTHER INCOME	-	500	-	500
TOTAL RESTRICTED FUNDS	173,985	383,760	(365,849)	191,896

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.23

RESTRICTED FUND	PURPOSE
The Mayor's Office for Policing And Crime (MOPAC)	Hate Crime Strategic Reference Group secretariat
Crown Prosecution Service – Framing Research Project	Framing research project
Barrow Cadbury Trust (1)	Grant funding towards Co-Chief Executives' salaries
Barrow Cadbury Trust (1)	Race Equality Alliance
Access	Grant funding for enterprise development
Trust for London	Communications for Change strategic communications capacity-building programme
Joseph Rowntree Foundation	Contribution towards core costs of Equally Ours with additional Covid funding
Legal Education Foundation	Grant funding – protecting rights
Funders for Race Equality Alliance	Race Equality Alliance
Media Trust (City Bridge Trust)	Stronger Voices programme

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.23

11 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Restricted funds	2023 Total
	£	£	£
Fixed assets	4,719	-	4,719
Current assets	163,655	263,861	427,516
Current liabilities	(128,767)	-	(128,767)
Total	39,607	263,861	303,468

	Unrestricted Funds	Restricted funds	2022 Total
	£	£	£
Fixed assets	5,837	-	5,837
Current assets	167,075	214,729	359,731
Current liabilities	(72,592)	-	(72,592)
Total	100,320	214,729	292,216

12 OPERATING LEASE COMMITMENTS

At 31 March 2023 the Charity had future minimum lease payments due under non-cancellable operating leases for each of the following periods:

	This year £	Last year £
Not later than 1 year	17,585	17,585
Later than 1 year and not later than 5 years	51,288	68,873
	68,873	86,458

Included within rental expenditure for the year is £23,314 (2022: £6,158) of operating lease charges.

13 RELATED PARTY TRANSACTIONS

Clare Moody, the Co-Chief executive of the Charity received amounts totaling £nil (year ended 2022: £13,032) and charged £nil (year ended 2022: £13,256) during the year for consultancy services. Equally Ours owed Clare Moody £nil (year ended 2022: £224) at the year-end date.

Accounts



2021/22 Trustees' report and financial statements

For the year ended 31 March 2022



Equally Ours was formerly called the Equality and Diversity Forum
Company Number: 06464749
Charity Number: 1135357

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We would like to thank all our funders for their commitment and support:

AB Charitable Trust, Access – the Foundation for Social Investment, Advent of Change, Barrow Cadbury Trust, City Bridge Trust (via projects with Media Trust and Inclusion London), Esmée Fairbairn Foundation, Funders for Race Equality Alliance (via Barrow Cadbury Trust), John Ellerman Foundation, Joseph Rowntree Charitable Trust, The Legal Education Foundation, MOPAC, National Lottery Community Fund, Trust for London, and all those who commissioned our consultancy services during the year (details in the report).

And to thank Age UK and Herbert Smith Freehills for their generous pro-bono support.

Equally Ours Trustees' annual report 2021/22

1. Our ten highlights of the year

We are proud of everything we achieved over the year. Here are just ten highlights.

1. We stood up for people's rights and worked hard to protect them by convening and directly supporting over 50 organisations to respond to the reviews of the Human Rights Act and Judicial Review. While these protections are particularly relevant for those of us who experience inequality, discrimination and abuse of our rights, they underpin the basic rights and freedoms that we *all* rely on and exercise every day.
2. Our expert four-year convening and advocacy on hate crime laws contributed to the Law Commission's final report on its review of hate crime legislation. This included key measures that will ensure equal treatment for different groups.
3. We sought to ensure the UK Government's response to emergencies meets the needs and rights of us all, through engagement with the Cabinet Office and detailed submissions to both the consultation on a National Resilience Strategy and the draft terms of reference for the independent UK Covid-19 Inquiry.
4. We made sure that equality and human rights are better embedded at all levels of civil society emergency planning and response, through chairing the Equality Steering Group of the Voluntary and Community Sector Emergencies Partnership and serving on its national programme board.
5. We launched [Levelling up: Firm foundations](#), setting an agenda for levelling up to advance people's equality and human rights. Our work contributed to a crucial shift in key policy-influencers' approach.
6. As an active member of the Civil Society Group, we ensured that equality and human rights were included in sector-wide priorities. This included championing the findings from our Levelling up report with UK Government ministers.
7. We expanded our policy network membership to include more grassroots organisations, providing them with increased access to policy influence, and helping broaden our network's grassroots evidence-base.
8. We enabled 40 trusts and foundations to come together to catalyse change and improve investment in racial justice in the UK, by providing the Secretariat and thought leadership for the Funders' Alliance for Race Equality.
9. We supported 47 organisations working on race, disability, women's, and LGBT+ equality, and pan-equality issues to develop trading activities, drive income diversification and build financial resilience, through our Equality Sector Enterprise Development Programme.
10. The new evidence-based narrative to build support for a better vision of social care that we developed with the Social Care Future network was adopted and adapted by political parties and public and voluntary sector organisations in the UK and influenced campaigners across the Europe and in the USA.

2. About Equally Ours

Equally Ours brings together people and organisations working across equality, human rights and social justice to make a reality of these in everyone's lives. Through our members and networks, we join up research, policy and communications to shift public opinion and policy in positive and powerful ways.

We believe that a good and strong society is a just and inclusive one. One where we are free from harm and can all contribute and flourish, whoever we are and whatever we do or don't have. A society that is equally ours.

Equally Ours also works with public bodies, the private sector, think tanks, and lawyers. We value the relationships we have with ministers and civil servants and with the Equality and Human Rights Commission, contributing through dialogue, collaboration and, where needed, constructive challenge.

3. Our strategy

The Board decided to continue with the three strategic goals from our previous strategy (2016-2020) as these remain relevant:

1. Increase public and political support for equality and human rights
2. Create solutions to advance an equal and diverse society
3. Strengthen the capacity of civil society to progress these goals.

The priority policy themes agreed with members for 2021/22 were:

- ensuring the national response to Covid-19 meets the needs and rights of us all
- protecting and progressing equality and human rights in law, policy and practice.

This report sets out the progress we made against our strategic goals in 2021/22.

In 2021/22 we began developing our new ten-year strategy, which we'll launch in November 2022 when we celebrate our twentieth anniversary.

4. Our networks and members

Our policy network continues to be at the core of what we do, playing an active and vital role in influencing and driving social change. Our policy network includes members and associate members from the voluntary sector, and observers from governmental or statutory organisations who engage constructively with Equally Ours' work.

Together with our members, we identify shared policy issues, and develop, agree and recommend shared policy solutions that can benefit many communities, as well as take into account intersectionality. Using our combined voice, we raise these shared issues and solutions with policy makers, as well as highlight issues that are specific to

individual groups, so that policy makers can take a comprehensive and holistic approach. This helps prevent ineffective piecemeal or divisive policymaking.

We welcomed 11 new organisations to the policy network this year, bringing the total number of members to 89 (29 members, 42 associates and 18 observer organisations).

New members included: Black South West Network, Inclusion North, National Survivor User Network, Northern Ireland Council for Racial Equality, Race Equality First, Restorative Justice for All International Institute, and Voice for Change England joined us as members. They were offered a year's free membership as part of our Covid-19 community engagement project, funded by the National Lottery Community Fund.

The Fairness Foundation, Migrant Centre NI, National Association of Welfare Rights Advisers, and Why Me? joined as associate members.

These organisations help us to broaden our grassroots evidence-base so we can make sure we're effective in both capturing and reflecting the full range of communities' views and needs, and in developing responses to the pandemic that meet everyone's needs and rights.

Our member retention rate remained high, as in previous years: only two members left in 2021/22, and one moved from full to associate member. We offered payment holidays to members struggling due to Covid: one took up this offer.

We continued to engage with our members remotely, as this enabled the active participation of more organisations from across the UK.

5. What we achieved in 2021/22

Goal 1. Increase public and political support for equality and human rights

This year we continued to pioneer the use of evidence-based strategic communications to change how people think and feel about equality, human rights and social justice for the better.

The ongoing impact of the Covid-19 pandemic, as well as increased attempts to foment a 'culture war', and rising concerns around the cost of living, all contributed to a continued time of flux for narratives. Working together with partners across the sector we used our deepening expertise in strategic communications to help develop new narratives that will lead to better solutions to our shared social problems.

Reframing ageing: Centre for Ageing Better

We completed the final stages of this project commissioned by the Centre for Ageing Better, in partnership with research consultancy, Savanta ComRes. The [final report](#) provided in-depth evidence of public attitudes to ageing, older people and demographic change, analysed through the lens of values-based strategic communications techniques. It reported on the qualitative and quantitative testing of the alternative new frames and messages that we developed, and made recommendations for their application across the Centre for Ageing Better's work. In December, the Centre for Ageing Better published a [guide](#) to talking about

ageing and older age, which incorporates these evidence-based recommendations.

Building public support to transform social care: Social Care Future

This year we worked with the Social Care Future network to co-produce and promote an evidence-based [practical guide](#) to building public support for a better vision of social care, based on our extensive attitudinal and framing research in the previous year. Social Care Future published this guide, alongside a [summary of the research](#) and an [easy read version](#) in April.

Using these research insights, we delivered two two-part paid workshops for 31 communicators and campaigners in September and October, equipping them with the knowledge and skills to frame care and support in their work. Workshop participants gave us strong positive feedback.

The new narrative has taken root and is spreading. As well as being used by organisations already involved in Social Care Future, it's been adopted and adapted by the All Party Parliamentary Group on Adult Social Care, Labour Party, Alzheimer's Society, various local authorities across England, and the Government in the White Paper on adult social care published in December. The insights have also been adopted by campaigners across Europe and in the USA.

As Bryony Shannon, Strategic Lead for Practice Development at Doncaster Council, and Social Care Future member said, 'The #socialcarefuture public audience research provides the evidence to demonstrate just how much difference the words we choose can make, and the guide for communicating about social care offers us a new narrative to help transform social care.'

Reframing trans rights in Scotland: Scottish Trans

We were commissioned by Scottish Trans, Stonewall Scotland and LGBT Youth Scotland for a year-long research and messaging project seeking effective ways to talk about trans issues to the Scottish public. We worked closely with the organisations to research existing ways of thinking on the issue, through focus groups, a literature review, and a discourse analysis of online discussion. And we trained the organisations' staff in strategic communications and worked with them to train up community members in turn.

With a solid base of research on the current picture in public thinking, next year we will be testing and refining new messages through focus groups, workshops, and a large-scale public survey, before developing the findings into useable resources for the organisations and their wider community members.

Framing the movement for young people's mental health: YoungMinds

We wrapped up our research and messaging project with YoungMinds, producing a practical, evidence-based guide to help them effectively message about young people's mental health, and delivering a talk to their wider department and senior staff to help them understand and use the research. In this year we completed focus groups to test and refine reactions to our tested messages, as well as wide-scale quantitative testing to better evidence what does and doesn't work at scale to communicate about the issue.

Reframing the debate on social security: Commission on Social Security

We secured funding from Trust for London to work with the Commission on Social Security (led by experts by experience) for a framing research project to frame the Commission's plan for a decent social security system in a way that builds public support for the proposals. We met with both the Commission and the project's steering group and fed into their communications strategy for 2021-2022. We began the literature review of existing relevant framing and attitudinal research, but had to pause the work due to unavoidable staff absence.

Reframing disability rights: Inclusion London

We were partners in a coalition with Deaf and Disabled people's organisations, led by Inclusion London and Inclusion Barnet, that successfully secured development funding from City Bridge Trust for an exploratory phase of reframing work. This phase looked at the potential for reframing public attitudes towards disability, disabled people and the organisations run by and for them. It included introductory training on strategic communications, and strategising around the key issues and audiences in London.

As a result of this work, we secured second-stage funding for a robust two-year reframing research project that will begin in 2022-23. This will include message co-production, in-depth message testing, and building the capacity of people and organisations working in this space to apply the resulting research insights in practice.

Goal 2. Create solutions to advance an equal and diverse society

Working alongside our members, Research Network and the wider charity sector and civil society, we continued to shape policy and practice to advance equality and human rights throughout the year. Evidence-based and directly informed by the needs of people who are disadvantaged and discriminated against, our work is always focused on seeking solutions to the issues we face through expert analysis, and constructive dialogue and challenge.

As an Equally Ours member said, 'Bringing together a wide range of organisations with diverse interests and uniting them in a common defence of equality and human rights is a huge achievement.'

Covid-19 response

In May, we reviewed and updated our strategy on Covid-19, using the Policy Forum meeting to revisit our own and our members' response to Covid-19. We invited members and grassroots organisations to share their research and experiences, and agreed two priorities for Equally Ours.

Reaching marginalised communities

We continued to work with NHS Test and Trace and the Department of Health to inform their response to the pandemic. This included sharing our members' intelligence on self-isolation at a roundtable with the responsible Ministers, and participating in a Test and Trace 'test' engagement event, giving feedback on how the content and roll out could be improved. We systematically shared information with our members for onward dissemination through their

extensive grassroots networks. This helped to make sure that vital public health messaging reached marginalised people and communities.

Improving the Government's response to future emergencies

We sought to ensure that our considerable evidence-base and lessons from the pandemic inform the Government's approach to future emergencies in two key ways:

1. We produced a detailed submission to the Government consultation on a National Resilience Strategy. As part of this, we held a joint roundtable with our members and senior Cabinet Office officials. This vital work with the Cabinet Office continues.
2. We made a submission to the consultation on the draft terms of reference for the independent statutory Covid-19 inquiry. This made the case for the terms of reference to fully cover the barriers faced by many communities and the unequal impacts of the pandemic. We also raised concerns about how the consultation had been carried out, and pressed for better engagement with those groups most affected by the pandemic as an essential means of building trust.

Sector collaboration on Covid

Civil Society Group

Launched in November, the Civil Society Group (CSG) aims to increase collaboration across the charity sector and wider civil society. We sat on both the CSG's Strategic Objectives Group and Strategic Oversight Group, and were involved in delivering all three of CSG's objectives. For example, we participated in a workshop on Levelling Up at the Department for Digital, Media, Culture and Sport. The recommendations of our [Levelling up: Firm foundations report](#) – in particular, the need to put equality at the heart of both the design and outcomes of the Government's Levelling Up work – were at the core of our discussion at this meeting.

Funders

We shared our learning from Covid-19 with funders, including by contributing to research on the next stages of development of the Funders' Collaborative Hub, which the Association of Charitable Foundations initially set up in response to the pandemic (we participated in the steering group in 2020/21), and with the UK Community Foundation's new equality, diversity and inclusion lead.

Voluntary and Community Sector Emergencies Partnership

Equally Ours became a formal member of the Voluntary and Community Sector Emergencies Partnership (VCSEP), and one of our Co-CEOs joined the national programme board to ensure that equality and human rights are embedded at strategic level.

We chaired the VCSEP's monthly Equality Steering Group, which began to explore how partners can better build equality into emergency needs assessments and responders' planning. This work had to be paused when VCSEP staffing reduced. The Group then reconvened in November 2021 with a focus on ensuring that the VCSEP's capability training programme focuses on the common issues associated with *any* emergency (for example, how to do an inclusive needs assessment) not just the type of emergency.

Protecting our legal rights

It was important to continue work on our key pre-pandemic priorities during the year, so that potentially harmful changes didn't go unchallenged while people's attention was focused on the pandemic. The pandemic also demonstrated how central our legal rights are to tackling the unequal impact of such events.

We helped set up the new UK-wide Civil Society Alliance, funded by the Legal Education Foundation, which will bring together a wide range of organisations from the four UK administrations. The Alliance will seek to amplify our advocacy around the protection of legislative rights.

The landscape around constitutional reform changed considerably during the year. And our work on rights showed Government, Parliament and other policy makers how ostensibly technical and legal changes impact on and matter to a wide range of communities. Supported by the Legal Education Foundation, we focused on two specific areas: the threats to the rule of law arising from the Judicial Review and Courts Bill, and proposals to amend or replace the Human Rights Act 1998.

Judicial Review

Following the publication of the Judicial Review and Courts Bill in the summer, which proposed to limit access to Judicial Review and to meaningful remedies if a public body or agency has been found to have acted unlawfully, we consulted our members and collaborated extensively with the Public Law Project and Liberty. We coordinated our lobbying, developed shared messages based on strategic communications good practice, met with then Shadow Justice Secretary, David Lammy MP, and briefed MPs for the Bill's second reading debate, and the Committee and Report stages.

We were pleased that Lords' amendments overturned the Government's proposals, and that the Government subsequently conceded and removed the 'presumption' that judges must use prospective only remedies (that is, any unlawful action by the Government or public body would not be remedied retrospectively). This was a significant achievement for all those involved.

The Human Rights Act 1998

The shift in language from 'updating' to 'overhauling' the Human Rights Act (HRA) ultimately led to a Government consultation on HRA reform and a proposal to replace the HRA with a 'British Bill of Rights' that would limit people's ability to enforce their legal rights and hold public authorities to account. This shift galvanised our own and the wider sector's already extensive and intensive work on promoting and protecting our human rights.

Prior to their own consultation, the Government set up an Independent Review of the HRA. Alongside Amnesty UK, Liberty and three Equality and Human Rights Commissioners, we shared evidence at a series of roundtables held by the Review panel. And we also participated in separate roundtables in Wales and Northern Ireland. We continued to collect case studies of the HRA in practice, and we supported our members with briefing materials on the substance of the consultation and on how to talk about human rights and the HRA in a way that builds public support and political will, based on our own extensive framing research.

While awaiting the report of the Independent Review, we continued to coordinate and support members, drafting a collective response to the Review report based on an analysis of possible

outcomes. We led a workshop at the Law Centres Network annual conference in November, engaging Law Centres with experience of human rights in strategies for protecting the HRA. We also continued to engage with MPs, making the case that changes to the HRA are unnecessary and unwelcome.

We participated in a Ministry of Justice roundtable on the Government consultation, made our own submission to the consultation, and supported members to do the same. This included updating our messaging guide and producing a targeted 'policy tips' paper, identifying the key equality issues and providing members with analysis and key lines to address them.

The focus and recommendations of the Independent Review panel's report and the Government's consultation report – both published in December – didn't tally, and we provided our members with expert advice on the content and inconsistencies of the consultation document.

Our collective strategizing and work in this vital area continues.

'Levelling up' and the UK Shared Prosperity Fund

We integrated our work on building a more equal society following the pandemic with our response to the Government's Levelling Up agenda and our continued focus on protecting our rights following Brexit. This enabled us to expand our relationship with the Government Equalities Office/Equality Hub to include their wider work. For example, the Government's Disability Strategy, response to the report of the Commission on Race and Ethnic Disparities, and Equality Data Programme.

In December, we published and launched [Levelling up: Firm foundations](#), which set an agenda for levelling up that would advance people's equality and human rights, especially people from the most marginalised communities. Caroline Noakes MP, Chair of the Women and Equalities Committee, and Anneliese Dodds MP, Labour Party Chair and Shadow Minister for Women and Equalities, both spoke at the launch.

Engagement with members at and after the launch led to our establishing a new strategy group on levelling up. And, taking forward the policy recommendations from the report, in January we were invited to meet with Kemi Badenoch, Minister for Levelling Up and Women and Equalities, to discuss how we would like to see Government act on the findings of our report.

The long-awaited White Paper on Levelling Up, published in February, focused primarily on inequalities between places not places *and* people; the previous plan, which had a focus on helping people into the labour market, was postponed until 2024-25. We published a statement and a [blog post](#) in response, and held the first meeting of our Levelling Up Strategy Group to begin developing a detailed strategy based on our Levelling up: Firm foundations recommendations.

We continued work on the UK Shared Prosperity Fund (UKSPF), building relationships with new officials at the Ministry of Housing, Communities and Local Government (MHCLG) and the Department for Work and Pensions (DWP). We participated in a stakeholder meeting led by MHCLG, DWP and the Department for Education, contributing our analysis on the necessity of placing equality at the centre of any new framework. We also shared this analysis at a Scottish Human Rights Consortium meeting, and with the Employment Related Services

Association and the National Council for Voluntary Organisations (NCVO), who we continue to work with.

Alongside NCVO, we also represented England at a UK-wide meeting on 'Life after EU membership – what next for civil society in the UK?' We took this opportunity to use our work on the UKSPF to focus on our wider agenda of what levelling up should look like across the UK.

While we were unable to change the Government's position on levelling up, we were successful in achieving a shift in key policy-influencers' approach, away from a sole focus on place-based inequality, to looking at inequality among people *and* places, highlighting issues such as discrimination and structural racism. This means that there is now a stronger, more allied influencing approach into government for future advocacy on these issues.

As well as our work to influence the design of the UKSPF, we continued our work on protecting rights and standards post-Brexit. We teamed up with the European Movement and contributed a section on equality to their [Stories of Brexit](#) publication to mark the first 100 days after Brexit. We also spoke at the publication launch.

We also responded to a government consultation on the Trade and Cooperation Agreement to set up a Civil Society Forum and a Domestic Advisory Group.

Hate crime

Equally Ours' hate crime programme combines knowledge exchange with policy advocacy. We facilitate the only national cross-equality group that brings together frontline and member-led and/or policy-focused organisations working on hate crime. As a member of our hate crime strategy group said, 'The hate crime strategic group has been key to coordinating our campaign for legislative change.'

Over the past four years, we have been advocating for improvements to hate crime protections, making the case for parity and clarity in the law. Crucially, this included extensive collaboration with the Law Commission on its review of hate crime legislation and with leading academics, including Professor Mark Walters of the University of Sussex.

The Law Commission published its recommendations to reform hate crime legislation into a single law in December. In line with our recommendations, this includes ensuring that disabled and LGBT+ victims of hate crime receive the same protection as victims with other protected characteristics (race and religion), and is a significant achievement.

In addition to this work on the Law Commission review, during the year we engaged with Stella Creasey MP on her campaign to make misogyny a hate crime. She attended our July Policy Forum meeting to discuss the campaign.

At the end of March, the (London) Mayor's Office for Policing and Crime appointed Equally Ours as the coordinator of its Hate Crime Stakeholder Reference Group. The group will help ensure statutory partners respond effectively to hate crime.

Equally Ours member meetings

Our member meetings provide a platform for pan-equality and human rights dialogue between members, other civil society organisations, think tanks, academics, government

departments and non-governmental bodies.

In response to the increased pressure our members have been facing due to the pandemic, our Forum meetings now take place once every two months. We also reshaped the Brexit Strategy and Human Rights Act Strategy groups into one Human Rights and Equality Strategy Group, which also meets one every two months. These changes have allowed us to sustain key relationships, reduce pressure on our members and maximise their time, while ensuring members still have the opportunity to convene once a month. We now also have the flexibility to call ad-hoc meetings for urgent issues.

Our meetings continue to take place online. The level of member engagement was the same as the previous year: there was an average of 25-30 participants per meeting, with some meetings attended by over 50 participants.

Meeting topics and contributors over the year included:

- One year on from Covid-19 and the way forward: HEAR Equality and Human Rights Network, Sisters of Frida, Support African Women Network, Government Equalities Office, Women and Equalities Committee
- Disability and inclusion within the equality sector led by D/deaf and disabled people's organisations: Business Disability Forum, Disability Rights UK, Government Disability Unit, Equality and Human Rights Commission, Neurodiversity Works, People First, Royal National Institute of Blind People, SignHealth, The Staying Inn
- Spending Review: Age UK, Just Fair, Trades Union Congress, Women's Budget Group, Young Women's Trust
- Pan-equality perspectives on current issues in asylum and migration: Asylum Reform Initiative, British Future, Women and Equalities Committee
- Human Rights Act 1998 Review: Human Rights Consortium - Northern Ireland, University College London, University of Glasgow
- Emergencies and climate change: Centre for Research into Energy Demand Solutions, Voluntary and Community Sector Emergencies Partnership.

As part of the National Lottery Community Fund Covid-19 community engagement project, we had funding available to work with SignHealth to translate a number of core documents into British Sign Language. This developed into a larger piece of work with our members to become truly inclusive of D/deaf and disabled people and their organisations, which started with a statement of commitment. As this work develops, it will continue to strengthen our membership and capacity to support our members.

Research Network

We started work on re-invigorating the Research Network during the year, but this was delayed by the need to focus on the more immediate priorities of Covid response, the reviews of the Human Rights Act and Judicial Review, and the Government's Levelling Up agenda.

In the meantime, the Research Network engaged with our research into structural inequalities and levelling up, and we secured agreement from the lead on the Government's Equality Data Programme and Parliament's Knowledge Exchange Unit to attend an event with the network. We also joined the Knowledge Exchange Unit's informal network of 'knowledge mobilisers', with the possibility of future collaboration as the Research Network becomes more active again.

Research Network Co-Chair, Professor Colm O'Cinneide, provided expert legal insight and analysis to our Human Rights and Equality Strategy Group, which informed our strategy on addressing the threats to the Human Rights Act.

Future of Legal Gender: As partners in the King's College London five-year research project on the Future of Legal Gender, we worked with them to develop and deliver a final seminar in November for members of our policy and research networks. This was an opportunity to discuss and offer input on the research findings prior to the report's finalisation and publication (in May 2022). Around 40 participants attended from a range of LGBT+, women's and other equality organisations, as well as academics from a number of disciplines. With careful preparation we created a positive, accessible space for dialogue. We will support dissemination of the final research products in May 2022.

Goal 3. Strengthen the capacity of civil society

We continued to support civil society to advance equality, human rights and social justice by disseminating relevant, up-to-date and accessible information; and by building its expertise, resilience and strength. We did this through our strategic communications programme, the Equality Sector Enterprise Development Programme, and by providing the secretariat to the Funders for Race Equality Alliance.

Information dissemination

We continued to actively inform thousands of people of the latest developments across human rights and equality policy and practice. Our website and social media channels were viewed more than 200,000 times between them this year.

One of our highest drivers of traffic continues to be our newsletter, which is emailed out to almost 5,000 subscribers fortnightly. These subscribers are highly engaged, and this newsletter is one of the main ways we inform the sector, recruit participants for our workshops and events and share resources.

The most popular pages on our website this year provided information on the Funders for Race Equality Alliance, advice on the equality and human rights impacts of Covid-19, resources on strategic communications, and news items on issues such as migration and poverty.

Strategic communications capacity building

We continue to see a growing demand for our highly-respected capacity-building work in strategic communications, with our broader training programmes hugely oversubscribed. Through our funded training programmes and consultancy work, this year we trained more than 150 people to communicate for change.

Our tailored training workshops have received overwhelmingly positive feedback – for example, our training session for the Media Trust Stronger Voices programme was the highest rated out of all the training offered as part of this programme this year, with 100% rating both the quality of training delivery and the facilitator's subject knowledge as 'very good'. For our flagship Communications for Change training, 100% this year said they would recommend

the training to others.

We also ran multiple training workshops on a consultancy basis for individual organisations and coalitions.

Communications for Change training programme for London-focused poverty and inequality organisations

This year we delivered the final year of activity for our flagship Communications for Change programme, funded by Trust for London. We trained 45 individuals from London-based poverty and inequality organisations to reframe their communications to win hearts and minds on poverty and inequality.

Specific feedback included that the training was 'brilliantly designed, researched, managed and run', 'incredibly informative', and 'truly fantastic', and that it 'offered transformative ideas, clearly communicated, and made actionable'. Multiple participants commented that they were already planning how to change their communications approach off the back of the training.

We delivered the final evaluation report for this three-year grant, and worked with Trust for London to successfully secure funding for a further three-year grant to build the capacity of London's poverty and inequality charities. The new grant will be deeper in scope, focusing on more sustained learning for a smaller number of organisations, including elements such as peer support and drop-in mentoring sessions.

Strengthening the voices of London equality organisations

Once again we partnered with Media Trust on their City Bridge Trust-funded Stronger Voices programme, strengthening the communications capacity of 15 London equality organisations. We were actively involved in recruiting the cohort and shaping and advising on the programme, and delivered the programme's Communications for Change workshop. Due to capacity issues, we were unable to run one of the Charity Challenge Days this year, but are hoping to return to delivering these in 2022-23.

Headlining Mental Health training programme

We delivered our introductory level Communications for Change workshop as part of Media Trust's Bally's Foundation-funded Headlining Mental Health programme. We trained 18 representatives of diverse mental health charities to frame their communications in a way that will build public support and political will on the specific issues they work on.

Advising Shelter on messaging DSS discrimination

After training some members of Shelter's legal advice team through our Communications for Change programme, they commissioned us, through funding from the Nationwide Foundation, to redevelop their resources on DSS discrimination. To do this we worked with their communications and advice teams to train them up in strategic communications, critique their existing resources, and workshop new ways to message these using strategic communications principles. Finally, we redrafted one of their key resources based on the workshop outputs. These are now being used [on their website](#) to help rental tenants challenge DSS discrimination.

Training staff from the office of Clive Lewis MP in strategic communications

Following one of their team coming to our Communications for Change training in a previous role, we were commissioned to develop and deliver a tailored workshop to help this MP's office better communicate to win hearts and minds on their issues. Feedback was hugely

positive: 'The team is really enthusiastic and raring to go with our new-found knowledge and tools'.

Training staff from the Paul Hamlyn Foundation in strategic communications

We were commissioned by staff at the Paul Hamlyn Foundation to give their team a broad grounding in strategic communications theory and practice with an introductory level session. The team were engaged and feedback was very positive, with our lead contact commenting that 'the training was excellent and I appreciated how you tailor-made some of the content for our team and work', and that they were keen to book a longer session when time allowed.

Funders for Race Equality Alliance (the Alliance)

Equally Ours provides the Secretariat for the Alliance, helping to shape and deliver on its ambitious strategy. We work to the Alliance steering group, drawn from a range of funders, and we ran five steering group meetings over the year.

We hosted four Alliance meetings with 146 participants from both our Alliance members and beyond within the philanthropy sector. Meeting topics included preserving, protecting and progressing racial diversity in the arts; strengthening civil society; legacies of British slave-ownership; and how to move the Alliance forward through an online presence and by refreshing its theory of change.

In November, the Alliance released the second cohort of the racial justice audit results. Twenty funders who audited either a sample, or their entire portfolios, shared their data on the Equally Ours website. In all, the Alliance audited over £271 million-worth of grants, approximately 9% of the value of the total given by the top 300 foundations in the UK as of 2019.

One member fed back that, 'Being part of the Alliance has challenged us in ways that we were not prepared for, but it was the push that we needed to start making real change. The audit showed us the lack of funding going to race equality issues and organisations, and we created a ringfence fund. But this is not enough, it is just the beginning but thank you for your support, spaces and expertise!'

We commissioned a mapping of the race equality sector in England, and used the significant amount of data collected to produce a resource for funders to use in analysing existing funds and developing new ones. One of the main outputs of this mapping exercise was a directory of organisations to raise funders' awareness of race equality organisations – especially Black and Minoritised-led organisations – in England. Two funders used this data to create a racial justice fund, which will be released in 2022.

The Alliance also ran a three-part workshop series with 15 funding organisations and Migration Exchange, exploring the intersection between racial justice and migration justice. The three sessions covered the history of migration and racism in Britain, and the intersection with gender; current areas for attention and action; and resourcing and sustaining work on race and migration, to help inform and challenge funder practice. The series received very positive feedback, including appreciation of the unique space the Alliance provides: 'The best thing about this series was that this was the first time that I had been in a space with funders talking about race and migration through an intersectional lens. It was long overdue and needs to be focused on.'

In response to Covid-19, the Secretariat shared the findings of the Alliance's first report (in collaboration with Future Foundations UK and the Ubele Initiative), [A quantitative analysis of the emergency funding allocated to the UK Black and Minority Ethnic Voluntary Sector during Covid-19](#) at events, such as Runnymede Trust's Shared Futures Online Conference and UK Community Foundations' Learning from the BAME Infrastructure Fund event. This report was published online and received over 2,000 views.

The Alliance expanded its membership over the year, with four new members joining: Access to Justice Foundation, Youth Futures, Justice Together and The Legal Education Foundation.

Equality Sector Enterprise Development Programme

With funding from Access – the foundation for social investment, the Equality Sector Enterprise Development Programme (ESEDP) continued to go from strength to strength during the year. The ESEDP contributes to a wider initiative, Equality Impact Investing Programme (EIIP) that seeks to increase social investment in advancing equality across a range of platforms in the UK.

We supported a portfolio of 47 organisations working on race, disability, women's, and LGBT+ equality, and pan-equality, issues to develop trading activities, drive income diversification and build financial resilience, all of which are increasingly important as we emerge from the pandemic. We work closely with organisations, supporting them with a mixture of early-stage development grants and in-depth and bespoke learning support around business development, product development and market research, as well as facilitating a series of peer-to-peer action learning sets.

The ESEDP provided a further £647,000 in development grants to programme participants during the year, bringing the total grant provision to just over £1.1 million since 2019. We delivered 32 workshops around enterprise development in the equality sector, and led the delivery and content curation of two cross-sector peer learning conferences for the wider ESEDP partnership.

Feedback from the programme is incredibly positive, with 91% of participants reporting that they feel EDP has helped them further grow their confidence and skills around enterprise development, and 81% noting an increase in generated income since joining the programme – an impressive statistic given the current economic environment.

One founder and CEO of an organisation noted that, 'The ESEDP community has offered me a safe space to seek guidance, advice and grow my understanding of enterprise development. Social enterprise and founding an organisation from scratch can at times feel isolating and Equally Ours and the community making up the programme have felt like peers for life, and the impact, both social and financial on our organisation has been amazing. Since joining ESEDP in mid-2020, we've grown our Business Development team by 150% and brought in more than £120,000 in sales.'

Equally Ours led on exploring various types of social finance, looking at the effectiveness of seed capital grants and match-trading grants. We also engaged in partnership work with the Diversity Forum, Good Finance and Big Society Capital to create greater synergies and understanding between the social investment space and the equality sector. The first of a series of partnership events took place in June, and comprised an introduction to social

investment alongside a day of one-to-one social investment surgeries.

Our pro-bono legal partnership with Herbert Smith Freehills continued to bring immense value to the programme, with seven of the organisations taken on as long-term pro-bono clients to support them on areas like contract negotiation and setting up a trading subsidiary.

Equally Ours continues to lead the ESEDP partnership's learning and commitment to EDI and is now chairing the partnerships EDI working group and holding the group accountable to their co-created action plan. This piece of work is ongoing and will develop iteratively throughout the programme's lifecycle and legacy.

Goal 4. Strengthening our own capacity

Organisational resilience and development

2021/22 was the hardest year in our history, due to a combination of the cumulative impacts of Covid-19, and a high proportion of staff experiencing close family bereavements and/or having significant caring responsibilities. We put in place a range of support measures in discussion with the team.

While staff and the organisation coped remarkably well, and to most on the outside the difficulties were not visible, inevitably it had an impact at times on our profile and level of activity, and on getting ahead on longer-term income generation.

In addition, as a result of the pandemic, we lost our peppercorn rented office space and free IT. Over the course of the year we identified new premises and contracted with a new IT provider, which required whole system change.

Despite these challenges, we sustained a focus on organisational and staff development, including:

- a staff Reading and Reflection week, to take time for activities that day-to-day pressures rarely leave enough space to do. The week was used to review learning, impact and achievements, and to look in more depth at work areas and draw up plans for future work. Different members of the team took responsibility for leading three sessions focused on reflection, challenge and the future
- an in-person awayday in November, to help us reconnect, and that challenged and brought to the fore our abilities to work together as a team
- an anti-racism programme. Although frustratingly delayed due to commissioning difficulties, we were delighted to bring on board Dorett Jones and her team from Genesis Consultancy. They ran separate scoping workshops for staff, the Co-CEOs, the Board and members, and, following discussions to agree next steps, developed a tailored programme to be implemented in 2022/23.

We commissioned the Sheila McKechnie Foundation to work with us on developing our new ten-year strategy. With them we held a workshop for Trustees and staff, and an event for member CEOs and Chairs.

It was fantastic that we were a partner and beneficiary of the Advent of Change initiative for the third year running. This helped our external profile and secured some £2,534 to support our work.

Governance

We were delighted that, following an open recruitment process, Jess McQuail became our new Chair, and Ibrahim Ali our new Treasurer, and were co-opted onto the board. Kayvan Ravandi (Royal National Institute of Blind People), Sue Coe (Trades Union Congress) and Andrea Simon (End Violence Against Women Coalition) were elected by members.

6. The beneficiaries of our work in numbers

In the last year we:

- worked with four government departments, provided oral evidence in person to one parliamentary select committee, launched one policy report on 'levelling up', and made detailed submissions to two consultations on the future of the Human Rights Act
- convened and directly supported 50 organisations to respond to the reviews of the Human Rights Act and Judicial Review, and indirectly supported many more organisations and individuals to engage with the reviews through our close collaboration with Liberty and the Public Law Project
- facilitated the active involvement of 40 trusts and foundations in the Funders' Alliance for Race Equality. We supported them to increase evidence-based understanding of the need to fund both Black and ethnic minority-led organisations *and* work that advances racial equality and racial justice; and how to do that more effectively
- delivered nine strategic communications consultancy projects for partner organisations including on LGBT equality, disability rights, young people's mental health, social care and more
- trained more than 150 people on how to communicate for progressive social change across a range of issues
- supported 47 equality community groups and organisations to develop income-generating trading activities by dispersing £676,000 via development and match-trading grants. And delivered 32 capacity-building workshops related to social enterprise development
- helped people stay up-to-date with important developments: more than 40,000 people used our website, our tweets were viewed 180,000 times, and 5,000 people received our fortnightly newsletter.

7. Future plans

Over the next year, we will develop an ambitious ten-year strategy, setting out a bold agenda for social justice. It will focus on how, together, we can advance people's equality and human rights by influencing national policy on the big, long-term, structural issues of the law, climate, and investment.

In the shorter term, our priorities for 2022/23 are:

1. launching the new strategy, and reflecting back on everything we've achieved by celebrating our twentieth anniversary

2. continuing to protect and advance our hard-won rights, by making sure that the views of the wide range of people and communities that we and our members are part of and represent are put forward as the UK Government continues with its plans to replace the Human Rights Act
3. publishing innovative participative research into community priorities. This will provide a blueprint for a people's equality strategy, and help focus our public policy advocacy in a complex socio-economic context, and as we head towards a general election in 2023 or 2024
4. delivering exciting new strategic communications initiatives including reframing disability through co-production with a partnership of Deaf and Disabled People's organisations led by Inclusion London and Inclusion Barnet.
5. increasing racial justice, through our work providing the Secretariat to the Funders for Race Equality Alliance, including launching a new three-year strategy, and through our internal anti-racism programme
6. developing the next phase of the Equality Sector Enterprise Development Programme, and conducting new research into **barriers to social investment for equality organisations**
7. reviewing and taking steps to improve our own financial sustainability.

8. Structure, governance and management

Trustee board

Up to eight Equally Ours' Trustees are elected by the members of the Equally Ours policy network; up to six can be co-opted. The Board and Equally Ours members are committed to ensuring that the Board has a diverse membership and possesses the skills and knowledge to enable Equally Ours to operate successfully, and we conduct an audit every year to help inform the elections and co-options processes.

The trustees bring extensive knowledge of equality and human rights together with experience of senior management and governance within the voluntary sector and other sectors. They meet four times a year and are responsible for the organisation's overall strategy and governance and for proper use of its resources. Trustees pay close attention to the views of the member organisations but act independently.

Equally Ours is both a registered charity and a company limited by guarantee. It is governed by its Memorandum and Articles of Association, which were approved and adopted in January 2008 (upon registration as a charitable company) and as amended in November 2018.

Staff team

The staff in 20/21 were:

- Ali Harris, Co-Chief Executive, 0.6fte job-share from Oct 2021
- Clare Moody Co-Chief Executive, 0.6fte job-share from Oct 2021
- Kathryn Quinton, Communications Director, full-time

- Liz Shannon, Parliamentary and Policy Advisor, 0.6fte
- Tansy Hutchinson, Head of Policy, full-time
- Tracey Agyeman, Programme Manager then Head of Programme, Funders for Race Equality Alliance, full-time
- Tanishtha Sen Gupta, Member and Community Engagement Officer, full-time
- Alice Jennings, Head of Digital and Strategic Communications, full-time
- Aimee Dorsett-Browne, Enterprise Development Programme Manager, full-time
- Kamille Leon, Office and Resources Manager, full-time
- Saphia Youssef, Funders for Race Equality Alliance paid intern, 0.4fte until December 2021.

Key management personnel were the Co-Chief Executives and Communications Director. Their pay and remuneration were set at the time of their recruitment by benchmarking similar roles in comparable organisations.

All fundraising activity for Equally Ours was carried out by the staff, except for the drafting of two applications delivered by a consultant.

We also valued the contributions of the following contributors funded through specific projects:

- Belinda Pratten, policy adviser on UKSPF.

9. Public benefit

In carrying out its work Equally Ours pays due regard to Charity Commission guidance concerning public benefit. The Trustees are satisfied that all Equally Ours' activities in 2021/22 were of public benefit and that the charity's funds were spent to achieve public benefit.

10. Membership list

Members

Members of the Equally Ours policy forum are formally members of the charity and play a governance role.

Age UK
brap
British Institute of Human Rights
Children's Rights Alliance for England
Disability Rights UK
Discrimination Law Association
End Violence Against Women Coalition
Equality Trust
Fair Play South West
Fawcett Society
Friends, Families and Travellers
Gender Identity Research & Education Society
Humanists UK

Law Centres Network
Maternity Action
Mind
National Alliance of Women's Organisations
Race on the Agenda
Royal National Institute for Deaf People
Royal National Institute of Blind People
Runnymede Trust
Scope
SignHealth
Stonewall
Trades Union Congress
Traveller Movement
UK Race and Europe Network
UNISON
Women's Budget Group
Women's Resource Centre

Associate members

Amnesty International UK
Black South West Network
British Muslims for Secular Democracy
Business Disability Forum
Carers UK
Caritas Social Action Network
Catholic Bishops' Conference of England and Wales
Child Poverty Action Group
Chronic Illness Inclusion
Citizens Advice
Consortium of LGBT Voluntary and Community Organisations
Employers for Carers
Employers Network for Equality & Inclusion
Equal Rights Trust
EqualiTeach
Faith-based Regeneration Network
FiLia
Galop
HEAR
Inclusion London
Inclusion North
Just Fair
Law Society
Liberty
Migrants' Rights Network
National Association of Welfare Rights Advisers
National Survivor User Network
Northern Ireland Council for Racial Equality
Refugee Council
René Cassin
Restorative Justice for All

Royal College of Nursing
Stop Funding Hate
Unite The Union
Voice 4 Change England
Why Me?
YESS Law
Young Women's Trust

Observers

Centre on Migration, Policy and Society
Equality and Human Rights Commission
Government Equalities Office
Greater London Authority
Independent Police Complaints Commission
Inter Faith Network
Joint Committee on Human Rights of the UK Parliament
JUSTICE
Local Government Association
Macmillan Cancer Support
Ministry of Housing, Communities and Local Government
Ministry of Justice
Office of the Committee for Employment & Social Security, States of Guernsey
Scottish Human Rights Commission
The Office of the Children's Commissioner for England
UN Women UK
Unicef UK
Women and Equalities Select Committee

11. Reference and administrative information

COMPANY NUMBER	06464749
CHARITY NUMBER	1135357
TRUSTEES AND DIRECTORS	Sarah Veale, Chair, co-opted, until July 2021 Jess McQuail, Chair, co-opted from July 2021 Julie Bishop, Vice-chair, elected Jean Scott, Treasurer, co-opted, until July 2021 Ibrahim Ali, Treasurer, co-opted, from July 2021 Chris Whitwell, co-opted Magdelene Davis, co-opted Clare Moody, elected, until May 2021 Wanda Wyporska, elected, until July 2021 Janet Veitch, elected, until October 2021 Andrea Simons, elected in July 2021 Kayvan Ravandi elected in July 2021, until October 2021 Asif Afridi, elected, until January 2022 Sue Coe, elected in July 2021, until April 2022
REGISTERED OFFICE	The Foundry, 17 Oval Way, London, SE11 5RR
INDEPENDENT EXAMINER	Heather Wheelhouse (ACA), BDO LLP, 55 Baker Street, London, W1U 7EU
BANKERS	Unity Trust Bank plc, Nine Brindleyplace, 4 Oozells Square, Birmingham, B1 2HB

12. Financial review

During 2021/2022 Equally Ours secured income of £559,624 (2021: £596,122), made up of £383,760 (2021: £386,130) for specific projects and £175,864 (2021: £209,992) of unrestricted income. This represents a decrease in total income of £36,498 (2021: increase of £229,285) compared to the prior year. Expenditure over the year was £570,613 (2021: £444,122), resulting in an overall net expenditure of £10,989 (2021: surplus of £152,000). At the end of 2021/2022 the unrestricted funds balance increased to £77,487 (2020/2021: £129,220), whilst the balance of £214,729 (2021: £173,985) on the restricted fund balance has all been committed for expenditure during the forthcoming period.

Reserves policy

The funds of the charity are held in the accumulated fund for use in line with the objectives of the trust. The Trustees have established a policy whereby the unrestricted funds not committed (the free reserves) held by the charity should aim to be three months of planned expenditure, which is currently £127,143. Closing down costs will be significantly less than this. The free reserves have decreased during the year to £77,487 (2021: £129,220).

Risk management

The Trustees continued to review the risks facing the charity, in particular the difficult funding climate and the challenge of securing sufficient income to cover both core and project costs. Core costs increased in 2021/22 due to the loss of our previously free IT, financial operations and preparation of management accounts, as well as the cost of living crisis. The Trustees continued to review and monitor the action plan for addressing the risk.

There was continued uncertainty in connection with core income, in part due to Covid-19 and the emerging cost of living crisis, but there is reasonable confidence that any financial risk can be managed within the charity reserves, whilst continuing to actively support partners in their work and in their response to the pandemic.

The Trustees reaffirmed that Equally Ours' other main assets are its reputation and relationships and that consequently some of its main risks lie in these areas. Management of these risks is in many cases a matter of style and tone in relationships.

The Trustees believe that it is appropriate to prepare the accounts on a going concern basis. More details of this are included in note 1.

Statement of Trustees' responsibilities in relation to the financial statements

The Trustees (who are also the directors of Equally Ours for the purposes of company law) are responsible for preparing the Trustee's annual report and the financial statements in accordance with applicable law and regulations. Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and the results of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in Charities SORP
- make judgements and estimates that are reasonable and prudent

- state whether applicable UK accounting standards have been met
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In preparing the Trustees' report advantage has been taken of the small company's exemption.

Approved by the Trustees and signed on their behalf by:

A handwritten signature in black ink that reads "Julie Bishop". The signature is written in a cursive, flowing style.

Julie Bishop

Vice-Chair

Date: 6 December, 2022

13. Independent examiner's report to the Trustees of Equally Ours

I report to the charity's Trustees on the accounts of the company for the year ended 31 March 2022.

This report is made solely to the charity's Trustees, as a body, in accordance with Regulation 31 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity's Trustees as a body, for my work, for this report, or for the statement I have made.

Responsibilities and basis for 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').

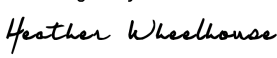
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). 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 member of the ICAEW, 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:

- accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act
- the accounts do not accord with those records
- 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'
- 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.

DocuSigned by:

DA15AED75D45453...

Heather Wheelhouse ACA

Date: 09 December 2022

BDO LLP, 55 Baker Street, London, W1U 7EU

EQUALLY OURS

STATEMENT OF FINANCIAL ACTIVITIES (including THE INCOME AND EXPENDITURE ACCOUNT) FOR YEAR ENDED 31 MARCH 2022

	<u>Notes</u>	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>	<u>Total</u>
		<u>Funds</u>	<u>Funds</u>	<u>this year</u>	<u>Last year</u>
		£	£	£	£
<u>INCOME</u>					
Donations	3	111,284	336,260	447,544	535,834
Income from charitable activities		-	47,000	47,000	-
Other income	3	64,580	500	65,080	60,288
<u>TOTAL INCOME</u>		<u>175,864</u>	<u>383,760</u>	<u>559,624</u>	<u>596,122</u>
<u>EXPENDITURE</u>					
Expenditure on charitable activities	4-7	204,764	365,849	570,613	444,122
<u>TOTAL EXPENDITURE</u>		<u>204,764</u>	<u>365,849</u>	<u>570,613</u>	<u>444,122</u>
Net (expenditure) / income in funds		(28,900)	17,413	(10,989)	152,000
Total funds at 1 April 2021		129,220	173,985	303,205	151,205
Total funds at 31 March 2022		100,320	191,398	292,216	303,205

The statement of financial activities includes all gains and losses recognised in the year. All incoming resources and resources expended derive from continuing activities. The notes on pages 38 to 47 form part of these financial statements.

EQUALLY OURS

BALANCE SHEET AS AT 31 MARCH 2022

	Note	Total this year £	Total last year £
<u>FIXED ASSETS</u>			
Tangible fixed assets	7	5,837	-
<u>CURRENT ASSETS</u>			
Debtors	8	91,001	84,943
Cash at bank and in hand		267,970	331,679
		358,971	416,622
<u>CREDITORS</u>			
Amounts falling due within one year	9	72,592	113,417
<u>TOTAL NET ASSETS</u>		292,216	303,205
<u>FUNDS</u>			
Unrestricted funds		100,320	129,220
Restricted funds		191,398	173,985
		292,216	303,205

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006.

EQUALLY OURS

The Trustees acknowledge their responsibilities for:

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006; and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of the financial year and of its surplus and deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The financial statements have been prepared in accordance with the provisions of Part 15 of the Companies Act 2006 relating to small companies.

These financial statements were approved by the Trustees on 6 December, 2022 and signed on their behalf by:



Julie Bishop
Vice-Chair of Trustees

Company registration number: 06464749

The notes on pages 39 to 42 form part of these financial statements.

EQUALLY OURS

STATEMENT OF CASHFLOWS AS AT 31 MARCH 2022

	This year £	Last year £
Net (expenditure) / income for the year	(10,989)	152,000
Adjustments for:		
Depreciation of tangible fixed assets	1,735	-
Increase in debtors	(6,058)	(36,108)
(Decrease) / increase in creditors	<u>(40,825)</u>	<u>27,451</u>
Net cash generated from operating activities	<u>(56,137)</u>	<u>143,343</u>
Purchase of tangible fixed assets	<u>(7,572)</u>	<u>-</u>
Net cash used in investing activities	<u>(7,572)</u>	<u>-</u>
Change in cash and cash equivalents in the reporting period	(63,709)	143,343
Cash and cash equivalents at the beginning of the reporting period	<u>331,679</u>	<u>188,336</u>
Cash and cash equivalents at the end of the reporting period	<u>267,970</u>	<u>331,679</u>

1 ACCOUNTING POLICIES

General information

Equally Ours is a registered charity, number 1135357, and a charitable company limited by guarantee, number 06464749, incorporated in England and Wales. The address of its registered office is The Foundry, 17 Oval Way, London, SE11 5RR.

Basis of accounts

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. 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 (FRS102) (effective 1 January 2019) – (Charities SORP(FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

The financial statements are prepared in pound sterling (£) and the figures are rounded to the nearest £.

Equally Ours constitutes a public benefit entity as defined by FRS 102.

At the time of approving the accounts, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The Trustees believe that whilst there is uncertainty, this does not pose a material uncertainty on the charity's ability to continue as a going concern. The Trustees therefore believe that it is appropriate to prepare the accounts on a going concern basis.

At the end of August 2022, the charity had approximately £199,000 of cash available.

The Trustees have prepared a stress test and this confirms that, based on confirmed income streams for the coming 12 months, the charity is able to meet liabilities as they fall due for at least another 12 months from the date of approval of the financial statements. Salaries make up a significant portion of the overall forecast expenditure for the next 12 months, however grant income is often directly linked to this. Staff are allocated to specific projects and the charity would be reactive to changes in staff requirements arising from project changes.

Company status

The charitable company is a company limited by guarantee. The members of the company are the Trustees named on page 29. In the event of the charitable company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

Incoming resources

Income is recognised in the period in which the fund is entitled to receipt, it is probable that the income will be received and the amount can be measured with reasonable certainty.

Government grants

Government grants are recognized when it is reasonable to expect that the grants will be received and that all related conditions will be met usually on submission of a valid claim for payment. This includes the Government Coronavirus Job Retention Scheme ('Furlough').

Donated services and facilities

Donated services and facilities are recognised as income when any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable, and that economic benefit can be measured reliably. On receipt, donated services and facilities are recognised on the basis of the value of the gift to the charity, which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Resources expended

Expenditure is included on an accruals basis. Expenditure is allocated directly to the activity to which it relates, including support costs which can be identified as being an integral part of direct charitable expenditure.

Operating leases

Rentals applicable to operating leases are charged to the Statement of financial activity over the period in which the cost is incurred.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Fund accounting

Unrestricted funds - These are funds which can be used in accordance with the charitable objects at the discretion of the Trustees.

Restricted funds - These are funds that can only be used for particular restricted purposes within the objects of the charity.

Pension

Contributions to the charity's defined contribution pension scheme are charged to the statement of financial activities account in the year in which they become payable. The assets of the scheme are held separately from those of the charity in an independently administered fund.

Tangible fixed assets

Depreciation is calculated to write off the cost less estimated residual value of fixed assets over their estimated useful lives.

Computer equipment – 25% reducing balance

Significant judgments and estimates

In the application of the charity's accounting policies, the directors are required to make judgments, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting a

estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

There were no judgment or material estimation uncertainties affecting the reported financial performance in the current or prior year.

2 TRUSTEES' REMUNERATION

No Trustee has received any remuneration during the year (2021: £nil). See Note 5 for Trustee expenses.

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.22

3	UNRESTRICTED INCOME from Donations	This year £	Last year £
	Joseph Rowntree Charitable Trust	33,750	45,000
	John Ellerman Foundation	35,000	35,000
	Advent of Change	2,534	4,904
	Equality Trust (Institute for Fiscal Studies)	-	4,800
	Esmée Fairbairn Foundation	20,000	60,000
	The AB Charitable Trust	20,000	-
		<u>111,284</u>	<u>149,704</u>
	RESTRICTED INCOME		
	Barrow Cadbury Trust	124,500	115,930
	Joseph Rowntree Charitable Trust	13,464	13,464
	Baring Foundation	-	5,000
	Centre for Ageing Better	-	15,000
	Comic Relief	-	582
	Access Foundation	140,796	80,296
	Aziz Foundation	-	4,000
	National Lottery Community Fund	-	67,608
	Trust for London	-	50,250
	The Legal Education Foundation	55,000	27,500
	Media Trust (City Bridge Trust)	2,500	6,500
		<u>336,260</u>	<u>386,130</u>
	OTHER INCOME		
Membership fees, training, furlough payments, etc.			60,288
		<u>65,080</u>	

Government grants of £12,911 (2021: £5,350) relate to amounts receivable under the Coronavirus Job Retention Scheme.

4 ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

	Unrestricted	Restricted	This year	Last year
	£	£	£	£
Salaries	139,671	274,458	414,129	351,657
Other staff costs	16,267	7,171	23,438	-
General office costs	(12,151)	24,428	12,277	13,307
Independent examination & accountancy fees	13,300	-	13,300	7,867
Legal fees	192	-	192	-
Bank charges	176	-	176	-
Insurance	1,084	-	1,084	1,030
Service charge & rent	6,970	-	6,970	5,176
Events venues & related costs	600	13,496	14,096	28,235
Research & publications	6,214	9,299	15,513	1,533
Campaigning	6,825	36,633	43,458	30,314
Website	2,131	216	2,347	4,791
Consultancy	21,700	-	21,700	-
Travel & subsistence	-	148	148	212
Depreciation	1,735	-	1,735	-
Bad debt provision	50	-	50	-
	<u>204,764</u>	<u>365,849</u>	<u>570,613</u>	<u>444,122</u>

5 EXPENSES AND FEES

5.1 Trustees' expenses

	This year	Last year
Number of Trustees who were paid expenses	0	1
Nature of the expense	Travel	Travel
Total amount paid	£nil	£4

5.2 Fees for examination or audit of the accounts

	This year £	Last year £
Independent examination	2,450	2,454
Accounts preparation	2,144	-
Total amount paid	4,594	2,454

6 STAFF

6.1 Staff costs

	This year £	Last year £
Gross wages, salaries and benefits in kind	357,354	303,696
Employer's National Insurance costs	31,513	25,832
Pension costs	25,262	22,129
Total amount paid	414,129	351,657

No members of staff received emoluments over £60,000, (2021: 1 member of staff received emoluments of £60,000 to £69,000)

6.2 Average number of full-time equivalent employees in the year.

Key management personnel included the Trustees, none of whom received any Remuneration. The Co-Chief Executives for whom the total amount of benefit was £74,055. The Communications Director received total amount of benefit of £65,827. The total benefit being £139,882, including employer's National Insurance and employer's pension contributions.

	This year	Last year
Average number of staff	10.3	8.9
Average number of fte staff	9.8	7.0

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.22

7 TANGIBLE FIXED ASSETS

	Computer equipment	Total
	£	£
Cost		
At 1 April 2021	-	-
Additions	7,572	7,572
At 31 March 2022	7,572	7,572
Depreciation		
At 1 April 2021	-	-
Charge for the year	1,735	1,735
At 31 March 2022	1,735	1,735
Net book value		
At 31 March 2022	5,837	5,837
At 31 March 2021	-	-

8 DEBTORS

Analysis of debtors	Amounts falling due within one year	
	This year £	Last year £
Prepayments and accrued income	51,993	9,093
Aged debtors	39,008	75,850
Total	91,001	84,943

9 CREDITORS AND ACCRUALS

Analysis of creditors	Amounts falling due within one year	
	This year £	Last year £
Accounts payable	46,472	3,662
PAYE & pension creditor	-	66,583
Accruals	15,820	22,272
Deferred income*	10,300	20,900
Total	72,592	113,417

*Analysis of deferred income – all amounts related to grants/other income received in the current year for works to be carried out in future period.

b/f 1 April 2021	Esmée Fairbairn – yearly grant of £40K received 2020 – apportioned to cover 6 months Strategic communications training invoiced in full for two sessions at £900 – second session held May/Jun 2021	£20,000 £900
Total b/f & reversed in full		£20,900
c/f 31 March 2022	Scottish Trans Alliance – instalment 2 of 3 for communicating trans rights in Scotland LGBT Youth Scotland – instalment 2 of 3 for communicating trans rights in Scotland	£4,200 £6,100
Total c/fwd		£10,300

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.22

10.1 FUNDER	PURPOSE – NOTE THIS LIST TO BE UPDATED
AB Charitable Trust	Core funding
Access Foundation	Grant funding for enterprise development
Advent of Change	Core funding
Barrow Cadbury Trust	Grant funding towards Co-Chief Executives' salaries
Barrow Cadbury Trust	Funders for Race Equality Alliance
Esmée Fairbairn Foundation	Contribution towards core costs of Equally Ours
John Ellerman Foundation	Core funding
Joseph Rowntree Charitable Trust	Contribution towards core costs of Equally Ours with additional Covid funding
Joseph Rowntree Charitable Trust	Grant funding - influencing EU funding after Brexit
Legal Education Foundation	Grant funding - protecting rights
Media Trust (City Bridge Trust)	Grant funding - Stronger Voices programme
National Lottery Community Fund	Grant funding for community engagement
Trust for London	Communications for Change strategic communications capacity-building programme

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.22

10.3 MOVEMENT OF RESTRICTED FUNDS (EARNED INCOME)

	Fund balances brought forward	Incoming Resources	Resources expended	Fund balances carried forward
The Mayor's Office for Policing And Crime (MOPAC)	-	47,000	(5,408)	41,592
Total funds	-	47,000	(5,408)	41,592

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.22

10.2 MOVEMENT OF RESTRICTED FUNDS (DONATIONS)

	Fund balances brought forward	Incoming Resources	Resources expended	Fund balances carried forward
Barrow Cadbury Trust (1)	13,500	28,500	(32,833)	9,167
Trust for London	33,034	-	(33,034)	-
Access	23,789	140,796	(100,668)	63,917
Emergence Foundation	2,633	-	(2,633)	-
Media Trust (City Bridge Trust)	6,500	2,500	(9,000)	-
Joseph Rowntree Charitable Trust	3,558	13,464	(17,022)	-
National Lottery Community Fund	47,210	-	(47,210)	-
Legal Education Foundation	13,000	55,000	(46,498)	21,502
Barrow Cadbury Trust (2)	30,761	96,000	(71,541)	55,220
Total funds	173,985	336,260	(360,439)	149,806

11 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	<u>Unrestricted</u> <u>Funds</u> £	<u>Restricted funds</u> £	<u>2022 Total</u> £
Fixed assets	5,837	-	5,837
Current assets	167,075	214,729	359,731
Current liabilities	(72,592)		(72,592)
Total	100,320	214,729	292,216

	<u>Unrestricted</u> <u>Funds</u> £	<u>Restricted funds</u> £	<u>2021 Total</u> £
Current assets	242,637	173,985	416,622
Current liabilities	(113,417)	-	(113,417)
Total	129,220	173,985	303,205

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.22

12 OPERATING LEASE COMMITMENTS

At 31 March 2022 the Charity had future minimum lease payments due under non-cancellable operating leases for each of the following periods:

	This year £	Last year £
Not later than 1 year	17,585	-
Later than 1 year and not later than 5 years	68,873	-
	86,458	-

13 RELATED PARTY TRANSACTIONS

Clare Moody, the Co-Chief executive of the Charity received amounts totaling £13,032 and charged £13,256 during the year for consultancy services. Equally Ours owed Clare Moody £224 at the year-end date.

Accounts



EQUALLY OURS: 2020/21 TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

Equally Ours was formerly called the Equality and Diversity Forum

Company Number: 06464749

Charity Number: 1135357

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We would like to thank all our funders for their commitment and support:

Access – the foundation for social investment, Advent of Change, Aziz Foundation, Baring Foundation, Barrow Cadbury Trust, City Bridge Trust (via Media Trust), Emergence Foundation, Esmée Fairbairn Foundation, Institute for Fiscal Studies (via The Equality Trust), John Ellerman Foundation, Joseph Rowntree Charitable Trust, The Legal Education Foundation, National Lottery Community Fund, and Trust for London.

And to thank Age UK and Herbert Smith Freehills for their generous pro-bono support.

EQUALLY OURS TRUSTEES' ANNUAL REPORT 2020/21

1. HIGHLIGHTS

Despite the extraordinary professional and personal challenges created by Covid-19, the Equally Ours team responded in an amazing way, ending the year stronger as a team and as an organisation. Specifically, we:

1. Created a broad and deep network of voices that raised up to government the problems and inequalities in its response to Covid, based on evidence on the ground from our members who come from and have significant reach into affected communities. Across the different stages of the pandemic, we advocated for changes so that the Covid-19 response would better meet the needs and rights of us all.
2. Protected the rule of law, through supporting our members to respond to the highly technical independent and government reviews of Judicial Review and the Human Rights Act, the proposals from which could reduce ordinary people's ability to challenge discriminatory and unlawful decisions by government and public bodies.
3. Contributed to a step-change in civil society's recognition of the power and potential of strategic communications to help create progressive social change, and a commensurate step-change in interest in and need for our strategic communications capacity-building and consultancy. We supported over 150 grassroots, regional and national organisations to improve how they have influence through their communications. And we completed two significant framing initiatives: reframing ageing and demographic change for the Centre for Ageing Better; and building public support for a new vision of social care, with Social Care Future.
4. Increased funding for race equality and racial justice, through our activities providing the secretariat to the Funders for Race Equality Alliance. This included convening funders to share latest thinking, publishing research, and developing and supporting the implementation of an audit tool. In the first round of training the tool was used by 13 funders and led to improvements in their programmes.
5. Set up the equality sector Enterprise Development Programme (EDP), in partnership with Access – the Foundation for Social Investment. In its first year the equality sector EDP supported 21 organisations working for race, disability, women's, and LGBT+ equality, and on pan-equality social change, to develop their trading and entrepreneurial skills and increase their sustainability.

2. ABOUT EQUALLY OURS

Equally Ours brings together people and organisations working across equality, human rights and social justice to make a reality of these in everyone's lives. Through our members and networks, we join up research, policy and communications to shift public opinion and policy in positive and powerful ways.

We believe that a good and strong society is a just and inclusive one. One where we are free from harm and can all contribute and flourish, whoever we are and whatever we do or don't have. A society that is equally ours.

Equally Ours also works with public bodies, the private sector, think tanks, and lawyers. We value the relationships we have with ministers and civil servants and with the Equality and Human Rights Commission (EHRC), contributing through dialogue, collaboration and, where needed, constructive challenge.

3. OUR STRATEGY

Our strategy ended in 2020 and due to the pandemic it was not the right time to develop our next long term strategy. The board decided to carry forward for a year the strategic goals from our previous strategy as these remain relevant:

1. Increase public and political support for equality and human rights.
2. Create solutions to advance an equal and diverse society.
3. Strengthen the capacity of civil society to progress these goals.

The priority policy themes agreed with members for 2020/21 were:

- ensuring the national response to Covid-19 meets the needs and rights of us all.
- protecting and progressing equality and human rights in law, policy, and practice.

This report sets out the progress we made on our strategic goals in 2020/21.

In 2021/22 we will develop a new ten-year strategy, to launch in 2022 when we celebrate our twentieth anniversary.

4. OUR NETWORKS AND MEMBERS

Our policy network continues to be at the core of what we do, playing an active and vital role in influencing and driving social change. Our policy network includes members and associate members from the voluntary sector, and observers from governmental or statutory organisations who engage constructively with Equally Ours' work.

Together with our members, we develop, agree, and recommend shared policy solutions that can benefit many communities, as well as taking into account intersectionality. Using our combined voice, we raise these shared issues and solutions up to policy makers, as well as highlighting issues that are specific to

individual groups, so that policy makers can take a comprehensive and holistic approach. This helps prevent ineffective piecemeal or divisive policymaking.

We welcomed two new organisations to the policy network this year: FiLia and SignHealth. A full list of the organisations who were members, associates and observers in 2020/21 is included in this report.

The UK-wide lockdown and work from home measures, forced us to explore new and innovative ways of reaching and engaging our members. While navigating the digital space comes with its own limitations and challenges, we found that we were able to reach and engage more of our members and wider network through the shift to online meetings and events. For example our two seminars for the 10th anniversary of the Equality Act 2010 had an average of 110 attendees from across the UK, which would not have been possible before.

We continued to host our research network. We facilitated a space for knowledge exchange between researchers, academics, think tanks, and NGOs with policy-influencers and policy-makers through our online events, resources, and e-newsletter.

5. WHAT WE ACHIEVED IN 2020/21

Goal 1. Increase public and political support for equality and human rights

Communication and narratives shape how social problems and the solutions to them are perceived and acted on. Improving how we frame and communicate issues can change how people think and feel about equality and human rights and is key to achieving progressive social change.

This unprecedented year has been a time of great flux for narratives, with many of our shared stories about how the world works – and collective ‘common sense’ – rewritten in real time. To face the challenges and seize the opportunities thrown in its path, civil society has had to rethink how it communicates for change.

Equally Ours led strategic communications work in four major areas this year: ensuring everyone’s needs and rights were met in the context of Covid-19; protecting the rule of law; reframing ageing; and reframing social care.

Communications in the time of Covid-19

We played an active role in sector-wide initiatives and networks (both in the UK and globally) to identify and track the frames and narratives taking hold around Covid-19 and the opportunities to develop and promote narratives that advance equality and human rights, in order to ensure people’s needs and rights were met in the pandemic.

We synthesised this into a practical ‘Communicating in the time of Covid’ web resource, to help seed and build new narratives about the type of society we want

to and can be. We used this in our own policy advocacy work on Covid (see below) and promoted and shared it widely.

We developed a companion online workshop, which we delivered to our members, a group of 20 national civil society infrastructure organisations, 10 members of the London HEAR Network, and Just Fair staff.

Feedback from a participant at the members' session: 'I wanted to say I thought the training yesterday was brilliant. It felt well-paced and perfectly explained.'

We also produced a pre-recorded talk for the CharityComms seminar, 'How social change is happening today: key trends shaping UK campaigning', which was viewed 130 times online, and took part in the live Q&A panel on the day.

Feedback from Emma Wickenden at CharityComms: 'Thanks for delivering an absolutely brilliant and on-brief pre-recorded talk for yesterday's event – delegates clearly loved it and so did we! We especially loved how you'd made it really practical giving people space to pause and apply theory.'

Protecting the rule of law

In preparation for the government launch of independent reviews on Judicial Review and the Human Rights Act (HRA), based on our own and others' public insight and message testing research, we produced an evidence-based guide to shifting public attitudes on human rights for our members and over 100 other organisations working in this space. We also worked with Liberty to develop joined-up messaging on human rights, the HRA and Judicial Review focusing on government accountability, which we shared widely.

Building on this, we subsequently developed and shared a new message to use specifically on the Government's intent to change the Human Rights Act so that parliament, rather than the courts, hold the power to decide whether our human rights have been breached, and whether or not to change a law or update what it means.

It was encouraging to see our human rights messaging used by Liberty in news articles and on social media, and used to inform the basis of the framing of a Daily Telegraph article by David Lammy MP.

Reframing ageing and demographic change

Commissioned by the Centre for Ageing Better and in partnership with research consultancy, Savanta ComRes, the research initiative to reframe ageing and demographic change completed during the year. The overall aim was to work out how to change the way that the public think, feel and talk about ageing in order to create more fertile ground for achieving a society where more people are able to enjoy later life.

To achieve this, the reframe focused on both increasing positive sentiment towards ageing and expanding public thinking on what shapes our experience of it – specifically, the structural factors at play, such as discriminatory attitudes and policies and poorly designed systems and services. This, in turn, will increase support for systemic policy change.

Based on the research insights and strategic communications theory and practice, we produced a comprehensive report, including framing and a number of messages that were effective at both driving positivity towards ageing and a structural view of the issue. These can be used to start the long-term process of narrative, attitudinal and progressive policy change.

Building public support to transform social care

We were commissioned by #socialcarefuture – a growing movement with a shared vision of a radically different future for social care – to work with them to develop effective framing and messaging to build public support for their future vision, and to ultimately encourage greater government investment in, and government and local authority action on, social care.

The resulting research demonstrated that it's possible to build strong public support for investment and reform. We co-authored a practical guide on how to do this, based on the research insights and strategic communications theory practice, and are working with a range of organisations to share and embed this messaging widely.

Goal 2. Create solutions to advance an equal and diverse society

Covid-19 response

In the final month of 2019/20, our organisational and policy focus shifted quickly to convening members and collaborating with the wider voluntary sector to respond to Covid19. This was our primary policy priority throughout 2020/21.

Our aim was to ensure the public policy response to Covid was compassionate and met the needs and rights of us all. The pandemic created a fast-changing environment that we need to respond to. We worked across policy, strategic communications and member engagement to develop a strategy for our response to Covid. This included playing an active role in the wider civil society response.

While the equality issues remained fairly constant, there was a continuous need to raise and evidence them in each new phase of the Government's response.

We increased the frequency of our member meetings to provide a space for us to share intelligence and agree joint policy positions and actions. We advocated on the issues facing our members and the communities they work with and represent. Examples include raising with government:

- how people at risk from a range of groups were being left without access to food and other essentials in the earlier days of the pandemic because of problems with how supermarkets and suppliers were operating. This was affecting older people, disabled people, marginalised Black and minority ethnic communities including Gypsy Roma and Traveller communities, and people with No Recourse to Public Funds.
- the early emerging evidence of the disproportionate impacts of the pandemic on Black and minority ethnic communities, disabled people and women.
- the problem of Covid-19 related hate crimes targeted against specific ethnic minority communities, disabled people and LGBT+ people.

We held regular meetings with the Government Equalities Office. These broadened to include the Race Equality and Disability Units that also form part of the new 'Equality Hub' in the Cabinet Office. We used these meetings to share intelligence on the key issues arising during the pandemic to inform their efforts across government, and to help us understand where issues are being taken on board and where further work may need to be done.

We used the evidence base provided by our members to formulate our submissions to various policy bodies. We provided evidence to the Joint Committee on Human Rights Inquiry into the human rights implications of the pandemic, the Women and Equalities Select Committee inquiry into the equality implications, and the House of Lords Committee on Life after Covid. Our Chief Executive was asked to give evidence in person to the Women and Equalities Select Committee's inquiry.

In addition, some specific advocacy actions arose from this work, including:

- organising member input to the Test and Trace service to advocate for improved community engagement and raise issues of concern to our members.
- supporting member engagement with Ofqual on the equality issues arising from the cancellation of exams, with ongoing contact to support help disseminate information through our member network on engagement opportunities and resources.
- convening a one-off session in partnership with the Department for Business, Energy & Industrial Strategy to improve guidance on equality for employers coming out of the first national lock-down, and taking part in a series of stakeholder engagement roundtables on associated issues convened subsequently by the Equality and Human Rights Commission.
- working with a small group of members to respond to proposals for vaccination certification or other form of Covid related 'passport'.

Early on in the pandemic, with input from funders and our members we led the development of guidelines for funders which were shared widely by the Association

of Charitable Foundations, Funders Alliance for Race Equality, UK Community Foundations, and others.

We played an active role in the civil society infrastructure group that was quickly established to collaborate on the Covid-response and feed into government. The group includes the National Council of Voluntary Organisations, acevo, NAVCA, Association of Charitable Foundations and others.

Over the year, our involvement in the group helped ensure that the messages from this group were aligned with ours on equality and human rights issues relating to Covid and the voluntary sector, as well as on the government's levelling up agenda, and its Budget proposals at different stages of the pandemic. It increased our reach into different parts of government. It enabled us to play our part in the #NeverMoreNeeded campaign, highlighting the vital role played by civil society in the pandemic.

To support this engagement with wider civil society, we convened a subgroup of equality infrastructure organisations to coordinate and to agree priorities, that we raised at the regular meetings between the civil society infrastructure group and DCMS minister and officials. This led to requests from DCMS for follow-up evidence and briefings for the minister.

It led to us submitting evidence through the Voluntary and Community Sector Emergencies Partnership on potential problems with and ways forward on the vaccination programme, and presenting that to the Cabinet Office Covid disproportionate impacts taskforce. Along with others, our evidence contributed to the commitment to no data sharing between NHS and the Home Office for people with insecure migration status being vaccinated. We worked with officials in the team in the Department for Communities and Local Government handling civil society engagement to support communication on the vaccination programme. This secured the inclusion of British Sign Language materials and other resources requested by members (such as contacts for clinicians able to take part in community engagement sessions) in a resources pack. We provided targeted dissemination to equality organisations and community groups to increase vaccine take-up, particularly among vaccine-hesitant communities.

From December 2020 we were asked to chair the Equality Steering Group of the Voluntary and Community Sector Emergencies Partnership (VCSEP). Results of this work included:

- a set of equality and human rights principles and guidance on where and how to apply them in practice, adopted and implemented by the VCSEP across key leverage points of the programme.
- a research project with organisations in Bradford and Leeds who work with minority and marginalised communities, to get a better understanding of how they experience emergencies and what they need from the VCSEP, and a

corresponding action plan. This also provided valuable learning for the VCSEP's future operating model.

- greater visibility of data on affected communities to inform decision-making by local responders on the web-based evidence platform used by partners in the VCSEP.
- ensuring that people's equality and human rights are met in emergencies is built into the post-pandemic VCSEP model and staff roles.

Finally, it became apparent very early in the pandemic that it was having a significant and unequal impact on people and communities facing discrimination and disadvantage and that this was going to last beyond the pandemic itself. We held a dedicated members' meeting to discuss this and to agree a set of strategic principles for recovery. These principles were developed using our strategic communications approach and are now the underpinning of our approach to recovery from the pandemic.

Brexit, the rule of law and the 'Page 48 manifesto commitments'

It was important to continue work on key pre-pandemic priorities, so that potentially harmful changes could not be progressed unchallenged while people's attention was focused on the pandemic. Our work on this is focused on showing government, parliament, and other policy makers how ostensibly technical and legal changes impact on and matter to a wide range of communities, and that ensuring diverse voices are heard, beyond the 'usual suspects'. It is supported by the Legal Education Foundation and has two main elements:

Protecting legal rights

Our aim was to ensure that the sector had a strong, collective voice to protect and promote equality and human rights in the context of Brexit (as far as possible in the current political climate), aiming to ensure no reduction in rights after leaving the EU and at the end of the transition period on 31 December 2020.

This cut across to wider threats to the rule of law and work on Conservative party 2019 manifesto commitments (known broadly as Page 48), around judicial review, access to justice, 'updating' the Human Rights Act and the role of the courts.

We convened a new regular forum for our members, the equality and human rights strategy group. It has been an essential sounding board and guided our work and strategy. Its membership has built up over the year to include: Unison, Age UK, Just for Kids, the Women's Budget Group, Just Fair, Rene Cassin, Humanists UK, Maternity Action UK, the British Institute of Human Rights, the Child Poverty Action Group, the Royal National Institute for the Blind, Mind, Scope, Friends, Families and Travellers, the Traveller Movement, Disability Rights UK, Stonewall, the Law Centres Network, Gender Identity Research and Education Society, Action on Hearing Loss, National Aids Trust, Fair Play South West and the Equality and Human Rights Commission.

We held two seminars to mark the 10th anniversary of the Equality Act 2010, to highlight the importance of the Act and the rule of law in people's lives. The first, on intersectionality and the Equality Act, was delivered in partnership with the HEAR Human Rights and Equality Network. 160 people registered for the event, and we used a combination of an expert panel and small group discussions to ensure a lively and engaged discussion among participants. Speakers were:

- Dr Christine Goodall, HEAR Human Rights and Equality Network: *What is intersectionality?*
- Dr Ashlee Christoffersen, University of Edinburgh: *Understanding and operationalising intersectionality within equality third sector organisations.*
- Dr Halima Begum, Director of the Runnymede Trust: *Tackling intersecting inequalities in public policy.*
- Declan O'Dempsey, Cloisters Chambers: *How can the Equality Act be used to tackle intersectional disadvantage?*

The second seminar examined the role of the Equality Act in the Covid-19 pandemic, and drew in 130 people. During the seminar we brought the Equality and Human Rights Commission to discuss their work on ensuring the application of the Equality Act during the pandemic and in addressing its unequal impact and Dr Zubaida Haque spoke about the work being undertaken by Independent SAGE to press the government to 'follow the science' on the unequal impact of the pandemic. Again, we used a combination of expert dialogue and small group discussion to enable an active dialogue and have been using the results in our policy response to the pandemic.

Participants for both Equality Act seminars included a range of people from grassroots, regional and national equality and human rights organisations, local authorities, social care bodies, policing, law centers, community groups, activists, and academics from Universities around the UK.

On Brexit, one of our main concerns was the prospect of no deal at the end of the transition period and the effect that would have on our members and rights. After a members' meeting in June, we sent a letter to the Prime Minister, David Frost the chief negotiator and Michael Gove asking for an extension to the transition period in light of the potential disproportionate and cumulative impacts on women, black and ethnic minority people, disabled people and others, of Covid19 and a poor-deal or no-deal. This was signed by 24 members and associates, representing most of the equality and human rights spectrum.

As the Brexit Civil Society Alliance wound up in January 2021, we worked with them to contribute to a legacy briefing paper which set out the structural and cultural shifts that are required to truly include the voices of civil society organisations in democratic and policymaking processes in the future.

On the Page 48 manifesto commitments, we worked hard to bring our members together to update and inform them and also for them to share their expertise and experience. We also deepened alliances and broader coalitions outside of our

membership and shared our expertise in strategic communications around rights and the Human Rights Act.

The first government review to call for evidence was around judicial review (JR). Before the review was announced, we held a members meeting which was addressed by the Legal Director at the Public Law Project (PLP), a charity which specialises in strategic litigation using JR.

We worked closely with the PLP and Liberty to frame top line messaging and narratives around JR. We also were the lead organisation in the broad coalition of over 50 organisations to collate case studies on where judicial review had protected rights and held the government or public bodies to account for unlawful activity or decisions. This was a great tool to use where the importance of JR could become real, relevant to a wide range of people and communities, and not just be seen as a remote legalistic issue.

We supported members and associates to respond to the very technical consultation with meetings and guidance.

The government announced a review of the Human Rights Act at the end of 2020. Before that, we had held a members' strategy meeting where Professor Colm O'Cinneide, the co-chair of our research network and Professor of Constitutional and Human Rights Law at UCL briefed members on the likely direction of the review. Also, before the review was announced, we held a joint meeting with Liberty promoting our strategic communications approach, which was attended by over 50 organisations.

We extended invitations to both meetings to our colleagues in human rights and equality organisations in Northern Ireland, Wales and Scotland and benefited immensely from their insights into the likely impact of a review in the devolved administrations.

We represented England in a UK-wide webinar organised by the Human Rights Festival in Northern Ireland on the subject of 'human rights, a race to the top?'. This was attended by 56 UK-wide organisations.

We updated our guide to changing public attitudes to human rights which we sent to all our members and associates and it was also sent to Liberty's mailing list of over 100 interested organisations.

The call for evidence came out in January 2021 within a very short time period of seven weeks. With our members, we worked with Liberty, the Public Law Project, and the British Institute of Human Rights (BIHR) to develop a response. We created public messaging which was shared with a wider Liberty meeting and with a joint meeting with BIHR. This second meeting focused on: why respond to the call for evidence, how to respond, public messaging and strategic communications.

After the meeting, we developed a 'guide' to what the very technical consultation meant in plain English, and how our members might respond to the different

questions. This enabled members with limited capacity to respond to the call for evidence. We received very positive feedback on this.

After we submitted our response, the Independent Human Rights Act Review panel approached us to participate in a roundtable on the review with other leading human rights organisations.

The UK Shared Prosperity Fund (UKSPF)

Despite the fact that the UK has left the European Union, there has still been no formal consultation on the replacement funding for European structural funding, the UKSPF.

We have continued with a two-pronged approach to influencing to ensure equality will be hard-wired into any new funding framework: through working with umbrella groups such as NCVO, ERSA and the Charity Finance Group, and through working with departmental officials who are developing the new framework. We held several constructive meetings with MHCLG officials and also with the lead official in DCMS.

We submitted detailed briefings to the Treasury consultation on the Comprehensive Spending Review in November and the Budget in March. We produced an updated briefing on the UKSPF following the announcements in the Budget including on the government pilot, the Community Renewal Fund.

We continued to broaden our position to recommend that equality be hardwired into all major infrastructure spending in order to reduce systemic inequality and tackle the race, disability and gender employment gaps.

We continue to work closely with the EHRC, sharing information and amplifying each other's work on promoting equality in any new funding framework. We also continue to consult our colleagues in the devolved administrations on their priorities for the UKSPF.

We met with the Brexit committee specialist from the Women and Equalities committee to update her on UKSPF developments.

We wrote an article for Yorkshire Bylines on rights after Brexit and the UKSPF alongside other colleagues to mark 100 days post Brexit and collaborated with the European Movement for an article in HuffPost UK. We also contributed to the European Movement's widely circulated briefing 'Stories of Brexit' contributing the section on equality which featured the UKSPF. We spoke at the webinar they held to launch it to some 170 participants.

Hate crime

Equally Ours' hate crime programme combines knowledge exchange and policy advocacy. We facilitate the only national group that brings a combination of front-line, member-led and/or policy-focused organisations working on hate crime together regularly to identify influencing opportunities where collaborating on a cross-equality basis can help to progress change. The group includes the Equality

and Human Rights Commission, Galop, Rene Cassin, UKREN, Stonewall, Inclusion London, Tell Mama, the Travellers Movement, GATE Herts, Stay Safe East, the Fawcett Society, the Muslim Council of Britain, Stop Funding Hate, The HEAR Network, René Cassin, Transport for All and 17-24-30.

This work was previously supported by the Aziz Foundation, and we have continued to convene our hate crime strategy group following the completion of the grant funding.

We paused the meetings of the hate crime strategy group at the start of the pandemic, as we picked up and acted on Covid-related hate crime through our main member meetings and engagement activities as noted above.

We then restarted the group and held four meetings, two of which were dedicated to enabling strategy group members to engage with the Law Commission consultation on its review of hate crime legislation and one invited Just Fair to discuss issues around socio-economic status and hate crime with the group.

We organised a briefing for the group on the Law Commission consultation and the research evidence by Professor Mark Walters, Professor of Criminal Law and Criminology at the university of Sussex following which we organised a consultation meeting with the Law Commission focussed on the pan equality and intersectional issues arising from the consultation. We used our briefing paper on the case for legal reform of hate crime as the basis for an Equally Ours submission to the Law Commission consultation, further elaborating the case for parity and clarity in the law.

We met with officials at the Home Office working on a replacement for the Government's Hate Crime Action Plan which expired in 2020, took part in a roundtable discussion to discuss options for Government action and continue to engage with opportunities to influence the Government's approach to tackling hate crime.

Other key policy interventions

We brought forward a pan-equality voice and members' specific and shared concerns and ideas to several important national policy initiatives, including:

Black Lives Matter and race equality

The Covid-19 pandemic exposed the pre-existing health inequalities experienced by many different groups, but particularly black and minority ethnic communities who have been disproportionately affected by the pandemic. At the same time, there was a significant rise in awareness of race discrimination due to the murder of George Floyd in the USA and the wave of protest that followed in the US and UK.

On Covid-19 we used our work with the Government to highlight the disproportionate impact on black and minority ethnic people and to advocate for effective action. We adopted the recommendations of Independent Sage on

addressing the unequal impact of the pandemic on black and minority ethnic populations and incorporated them into our submissions, and Dr Zubaida Haque, former Director of the Runnymede Trust and member of Independent Sage, spoke at our seminar on the Equality Act and Covid-19. We provided feedback to the Government on our members concerns via meetings with the Government Equalities Office and the Youth and Civil Society Directorate in DCMS.

We advanced the case for a cross government race equality strategy and acted on members' concerns when action from the Government risked progress on race equality, including:

- writing to the Minister for Women and Equalities and the Equality and Human Rights Commission to raise concerns over the appointment of an individual with a track record of denying the existence of institutional racism as a Commissioner to the EHRC.
- signing and disseminating an open letter to the Prime Minister calling for the withdrawal of the report of the Commission on Race and Ethnic Disparities (CRED) on the basis that it misrepresented the reality of racism in the UK.
- using social media to express solidarity with race equality organisations responding to the CRED report and re-iterate our position that racism is both real and systemic and helping to promote the Runnymede Trust's work to engage a wide audience in dialogue on the report.
- using our evidence base to write in support of a super-complaint into the disproportionate impact of the Section 60 stop and search power on black and minority ethnic communities.
- signing an open letter to the Prime Minister asking for the government to withdraw the elements of the Sentencing Bill which will increase racial disparity and launch a proper public consultation. This was drafted by Agenda, Barrow Cadbury Trust, Criminal Justice Alliance, EQUAL, Clinks, Leaders Unlocked, Prison Reform Trust, Race on the Agenda, Alliance for Youth Justice, and Zahid Mubarak Trust.
- participating in discussions organised by the Runnymede Trust in response to the Government's 'levelling up' commitment and announcement by the Minister for Women and Equalities of a new approach to equality.

We contributed to the development of the joint civil society response and commitments to [dismantling racism in charities and the voluntary sector](#), led a member meeting on this issue, and took steps including staff training to improve our own anti-racist practice.

A new approach to equality and 'levelling up'

In December 2020 the Minister for Women and Equalities made a speech announcing a 'new approach to equality', in which she linked equality to the Government's 'levelling up' agenda. The speech contained a number of welcome

announcements, such as a new equality data programme that is expected to cover all protected characteristics, plus social, economic and geographic inequality.

At the same time, the speech made some concerning comments about the approach that the Government was planning to take: it appeared to place action on social and economic inequality as in opposition to action on inequality on the basis of sex, race, disability, sexual orientation, age, gender identity or religion or belief. We engaged in dialogue with our members to understand their concerns and with important stakeholders, including the Runnymede Trust, to explore how Equally Ours can make a positive contribution to influencing how the Government takes this work forward.

On this basis, we made a submission to the Women and Equalities Select Committee inquiry into the Government Equalities Office. Our Head of Policy gave evidence to the Committee in person alongside the Director of The Equality Trust, a representative of the Institute for Government and former Minister for Women and Equalities Justine Greening. That session explored the role of the new Equality Hub within the Cabinet Office and the Committee is expected to produce recommendations shortly. We will continue to monitor the situation and are exploring how we can combine our work on the UK Social Prosperity Fund (UKSPF) and recovery and rebuilding from Covid to further evidence the need for government policy to embed action to address systemic and structural inequality.

Inequalities in the 21st Century, IFS Deaton review

The Institute for Fiscal Studies (IFS) and the Nuffield Foundation launched the five-year Deaton review to understand further, how inequalities arise, why they matter, and how they should be addressed.

The Deaton Review is separated into different subtopics and each area of work is led by an academic (known as a panel expert) who will bring together findings into a coherent narrative.

In order to support the panel experts to gather meaningful data, stories and recommendations Equally Ours, The Equality Trust and the IFS agreed on a strategic approach to focus on the IFS's priorities. Together we hosted roundtables on three topics they required the most additional input on, and to hear from people with lived experience of different types of inequality.

Those topics were inequalities related to race, sex/gender and disability. The experiences of people living in poverty and young people were mainstreamed across the roundtables.

34 activists and organisations participated, from a mixture of grassroots, local and national organisations, as well as trade unions. These included Disabled People Against Cuts, Sisters of Frida, Black Thrive, and Pregnant then Screwed.

Feedback from one of the participants was:

“As someone who has attended quite a few policy roundtables on gender and Covid 19 in recent months, I feel reasonably qualified to say how great it was. It was brilliant and refreshing to see Equally Ours, the Equality Trust and IFS valuing and rewarding lived experience as well as thinking about gender beyond white women! Definitely provided food for thought about what expertise we value.”

Feedback from the IFS was:

“It was fantastic to work with you. We found many of the points raised really very illuminating, and we reported back to the full Review panel on this last week, which sparked a very engaged and enthusiastic discussion. We have identified some of these issues as ones that we can pursue further in some of the research-based workshops we will be holding, and a number of the persistent themes that came up, such as the predominance of intersectional issues, will be at the forefront of our minds as we continue.”

Common Ground initiative

The Common Ground initiative brought together Equally Ours members from the women’s and LGBT+ sectors to discuss issues arising from government proposals to reform the Gender Recognition Act, identify areas of common ground, and provide a safe space to discuss and hopefully find ways forward on contested issues. Despite the complexities of this area and the toxic public debate, we had made some, limited progress in the previous year.

We paused Common Ground at the start of Covid-19 in order to focus on advocating for a pandemic response that met the needs and rights of everyone.

We prepared to restart Common Ground in the summer of 2020, holding a number of preparatory bilateral meetings with stakeholders, and then convening the group remotely. However, it became apparent that due to the sensitivities, remote group meetings were not appropriate or effective. We had planned to continue the initiative beyond the end of its funded phase (it was supported until July 2020 by the Emergence Foundation) but unfortunately it became clear that the window of opportunity for dialogue had closed for the time being. We are committed to sharing learning from our experiences to date, and to supporting further progress on this agenda at a future point in time.

Equally Ours member meetings

Our monthly policy meetings for members provide a unique space for organisations working on all the different equality and human rights issues, where we come together, contribute thinking and evidence to policy-makers and policy-influencers, exchange knowledge and intelligence, and develop plans for shared action.

As mentioned earlier in this report, we moved our member meetings online. This increased our ability to reach members outside of London and the South East of England. Online meetings have also led to an overall higher level of involvement, of

more than 50 participants at some meetings, with the average sustained at some 25-30 participants.

Meetings included:

- advancing race equality in the UK: EHRC, acevo and Voice for Change England report.
- equality and human rights impact of Brexit and possible solutions: Unison, Brexit Civil Society Alliance, Fair Play South West.
- influencing the Government's Disability Strategy and ensuring intersectional perspectives are included: Disability Rights UK.
- socio economic status and the Equality Act duty: Just fair and Fair by Design.
- input on the disproportionate, direct, and indirect impacts of Covid-19 on BAME, disabled people, older people, women and others to the Cabinet Office Disproportionate Impact Group and DCMS.
- input to the Joint Committee on Human Rights inquiry: The Government's response to Covid-19: human rights implications.

Research Network

We worked with our Co-Chairs to engage the Research Network and its advisory group in our response to the Covid 19 pandemic, putting out a call for evidence on equality issues and collating and using the responses across our policy advocacy.

It emerged that the EHRC and the GEO were both doing a similar collation and further work was put on hold to enable a focus on the Covid-19 pandemic. Work is now underway to engage the network further in our work on the expected equality data programme, currently being developed by the Government's Equality Hub.

Goal 3. Strengthen the capacity of civil society

We made progress towards this goal through our information dissemination activities; our well-respected strategic communications capacity building programme; providing the secretariat to the Funders for Race Equality Alliance; and our new Enterprise Development Programme.

Information dissemination

Our website, newsletter and social media channels continue to inform hundreds of thousands of people of the latest developments across human rights and equality policy and practice. Our website was viewed by nearly 70,000 users over the year, accessing 124,000 pages and articles on our site.

In response to the widespread disruption and devastation of Covid-19 last year, we launched a suite of resources, including advice on how to communicate effectively about Covid-19, and a resource hub on the equality and human rights impacts of Covid-19. The latter has been the most popular page on our site by far this year, with more views even than our homepage.

Our other most popular pages included information about our strategic communications training, information on the Funders for Race Equality Alliance, and updates about national minimum wage rates and everyday racism.

One of our highest drivers of traffic continues to be our newsletter, which is emailed out to almost 5,000 subscribers fortnightly. These subscribers are highly engaged and this newsletter is one of the main ways we inform the sector, recruit participants for trainings and share resources.

On social media we continue to engage practitioners and policy-makers and connect the sector, with our main channel being Twitter, where we had more than 200,000 views of our tweets across the year.

Strategic communications capacity building

After postponing all in-person training in response to the pandemic in March, we quickly redeveloped our training into online programmes.

We continued to see a growing interest in our approach, with our main strategic communications training offer hugely oversubscribed once again. Across the range of our funded workshops and consultancy work, this year we trained more than 150 organisations, including more than 200 individuals.

We actively sought feedback throughout the year to refine the workshop design, content and facilitation accordingly. Of those we surveyed, 99% said they would recommend the training to others. Participants have fed back that the training 'honestly blew my mind', and have described it as 'some of the best training I've ever attended' and 'one of the most perfect presentations I've ever experienced'.

More information on the specific programmes follows.

Communications for Change training programme for London-focused poverty and inequality organisations

Part of a three-year grant, supported by Trust for London, through this training we've built the capacity of 67 civil society organisations throughout the year, including at least 75 participants. We delivered five of our Communications for Change 1 workshops – one more than planned, as we had such high demand we extended this level of the programme in response. We delivered two Communications for Change 2 (intermediate level) workshops towards the end of the year.

Across all seven workshops we ran this year, 100% of participants who responded to our evaluation survey said they'd recommend the training to others. Feedback included that the training was 'tremendously helpful and insightful' and a 'really clear model for strategic communication that feels possible to work through'. One participant commented that, having been interested in this approach for years, he'd attended many trainings on the subject and the Equally Ours ones were 'by far and away the most accessible and effective'.

This year we also recruited and facilitated meetings for the first cohort of our strategic communications action learning set. As with most things we had to quickly adapt this to run online. Though a few participants had to drop out due to turnover, the set have remained engaged and fed back that they've found the chance to learn from their peers really helpful. One participant fed back that they 'found the whole Equally Ours comms programme really valuable', and another enjoyed the action learning sets so much they've gone on to set up their own action learning set programme for organisations they work with.

Training and mentoring for small women's rights organisations

Funded by the OAK Foundation, we continued our work with UK grantees from their Issues Affecting Women Programme (IAWP) – providing tailored strategic communications mentoring to help build their communications knowledge and skills.

Strengthening the voices of London equality organisations

Once again, we partnered with Media Trust on their City Bridge Trust-funded Stronger Voices programme. This was the first year of the new three-year programme to strengthen the communications capacity of 15 London-based equality organisations. We were actively involved in shaping and advising on the programme and delivered the programme's Communications for change workshop. We also, for the first time, delivered one of the Charity Challenge Days, supporting three migrant community organisations to work together on framing a particular issue.

Headlining Mental Health programme

We delivered a Communications for Change workshop as part of Media Trust's new Headlining Mental Health programme – a sister programme to Stronger voices. Funded by The Gamesys Foundation, the programme is for 20 organisations working on mental health, supporting them to extend the power and reach of their communications.

Scottish Women's Aid

We were commissioned by Scottish Women's Aid to deliver five online workshops to them and their partners (21 total). These were part strategic communications knowledge and skills-building and part supporting them to start to develop a campaign on VAWG, drawing on their public audience insight research (on this issue and equality more broadly) and strategic communications theory and practice.

This quote sums up feedback from participants: '[The sessions have been] so useful and a really great balance between thought-provoking content and learning, and discussion/practice-based group work... We're feeling very energised after this to get to work on our messages – and share learning with the wider team. Just the antidote we needed for this strange and uncertain period!'

'Messages of hope' in Northamptonshire

We worked with the Northamptonshire Rights and Equality Council to bring a range of local organisations and people from diverse communities across Northamptonshire together to introduce them to the power of a strategic

communications approach to change, and to use this to help create new ways of preventing hate, challenging prejudice and understanding around equality.

The Messages of hope project comprised three strategic communications workshops and a final message development workshop focusing on race equality. These equipped 60 participants with a range of draft messages and the knowledge and tools to develop these further to help achieve their vision of a just Northamptonshire.

Funders for Race Equality Alliance (the Alliance)

Equally Ours provides the secretariat for the Alliance, helping to shape and deliver on its ambitious strategy.

We hosted four Alliance and steering group meetings on a range of topics including; how charitable foundations can better invest money into Black, Asian and Minority Ethnic-led civil society; the impact, demand and challenges facing the race equality sector in Wales in the post-Brexit era; and how foundations can achieve a transformative relationship with race equality organisations.

Under objective 1 of the Alliance's strategy, increasing understanding and focus on race equality, the Secretariat commissioned a mapping of the race equality sector in England. This mapping was reframed to incorporate a Covid-19 lens and capture what the race equality sector looks like during and after the pandemic. Since September 2020, the consultants developed a framework, designed and distributed a survey and conducted interviews and focus groups.

We supported members to develop a funding audit tool and shared it within the Alliance and the wider sector including the DEI coalition and a number of Community Foundations. This tool aims to help funders analyse how much of their UK funding is going towards Black, Asian and Minority Ethnic-led organisations and contributing to race equality outcomes. 13 funders participated in the first cohort of the audit and the results were published on the Equally Ours website.

As a result of completing the audit, several funders made significant changes to their thinking and practice:

- Smallwood Trust increased its funding for BME-led organisations from 7% to 21% across their portfolio.
- Lloyds Bank Foundation of England and Wales introduced a 25% ring-fenced fund in August 2020 for Black, Asian and Minority Ethnic-led charities.
- Trust for London are working up plans to make a significant investment to Black, Asian and Minority Ethnic-led organisations to increase their skills, capacity and policy influencing activities in tackling racial injustice.

In response to Covid-19, the Alliance commissioned a quantitative analysis of emergency funding targeted to the Black and Minority Ethnic Voluntary Sector from March 2020 to November 2020. The review covered 34 emergency funds and included interviews with nine funders. The overall aim of the resulting report is to

ensure that the much-needed increased support for the sector is not temporary but becomes permanent and sustainable.

The Alliance expanded its membership over the year, with nine new members joining, including AB Charitable Trust, Indigo Trust, Baobab Foundation, Barnardo's Foundation and People's Health Trust among others.

Member feedback from the Cripplegate Foundation: 'We've found the meetings themselves to be useful, as are your regular mailings, and we've been sharing some of that with our internal Diversity, Equity and Inclusion (DEI) staff working group, as well as with our board of trustees who have now formed an official DEI Subcommittee of the Board. We have also appointed two external DEI advisors to support and challenge us as an organisation in our DEI work.'

Equality Sector Enterprise Development Programme

The Enterprise Development Programme is a £40 million five-year innovative programme, funded by Access - the Foundation for Social Investment, and delivered across a partnership of strategic grant and learning partners, as well as multiple infrastructure bodies from across the third sector.

The programme offers a mixture of grants and learning support to small charities looking to integrate trading and enterprise into their overall organisational operations as a way to build financial resilience and foster more innovative ways of operating.

Equally Ours leads the equality strand of the programme, working alongside over 40 grassroots equality organisations over the course of three years to diversify their income streams and build sustainability and learning around successful equality-focussed business models. The equality strand of the programme is delivered with input and sub-sector guidance from Disability Rights UK, Law Centres Network, LGBT+ Consortium, Voice4Change England and Women's Resource Centre.

Half-way through its involvement in the Enterprise Development Programme, Equally Ours has awarded £534,000 in seed capital grant to 21 small equality organisations to help cover their early-stage start-up costs.

Unsurprisingly, many of the trading and business models being explored across the equality sector focus on training and consultancy. In light of Covid-19 and Black Lives Matter, there has been an increased wider societal awareness around structural and institutional inequality and, as such, a growing customer market for the expertise of the equality sector. In addition to training and consultancy business models, organisations are also looking to develop e-commerce platforms, horticultural activities and safe housing for women and children fleeing domestic violence. Trading models emerging from the cohorts offer not only offer a means to financial resilience, but also offer stepping stones into employment for members of the communities that programme participants work with and for.

Equally Ours also received valuable pro bono support from leading city law firm Herbert Smith Freehills (HSF) for the equality EDP learning programme. Organisations received five expert-led workshops on topics ranging from Intellectual Property Rights through to setting up a trading subsidiary. Alongside this, EDP participants received mentoring support from HSF legal experts who offered bespoke legal advice and support. Feedback from participants shows that the pro bono partnership has added real value to both their learning and confidence with regards to navigating the legal landscape of trading as a charity.

Equally Ours and HSF have now committed to a longer-term pro bono partnership which will last through to the end of the EDP's lifecycle.

The equality strand of the Enterprise Development Programme runs in tangent to the Equality Impact Investing programme (EIIP), funded by the Connect Fund and for which Equally Ours is a key player on the EIIP taskforce.

The EIIP is focused on making happen the other recommendations in the Equality Impact Investing report published in 2019 through engagement with a wider group of social impact investment and enterprise development players, and will create opportunities for us to develop further work in the social investment space. One of the project's key goals is to improve the use of social investment as a strategic financial tool with which to advance the equality agenda.

The equality sector Enterprise Development Programme has an important part to play in the EIIP, bringing forward examples of fundable equality sector organisations and models; and showcasing how the equality sector collaborates effectively together.

Goal 4. Strengthening our own capacity

Organisational development

The focus in 2020/21 was on adapting our working methods and the focus of our activity in light of Covid-19, in ways that stayed congruent with our overall mission and helped advance our strategic aims.

Despite the challenging circumstances we were able to keep developing as an organisation alongside supporting staff-wellbeing throughout the pandemic and securing increased income. We strengthened our financial processes and management accounting by engaging the services of Excluserv. We put in place plans to transfer to a more efficient and reliable IT system in quarter 1 of 2021/22.

We were delighted to be successful in being selected for a second year as a partner and beneficiary of the innovative Advent of Change initiative. This helps raise our profile as well as providing funding. Advent of Change aims to create a world that is fair, equal and sustainable, and raised £200,000 for 48 charities in 2020/21.

Digital engagement

We rapidly scaled up our online events offerings this year. We've had overwhelmingly positive feedback on this, but, have continued to learn and refine our online session design and facilitation skills in response to feedback.

This year we continued to broaden our digital capacity, training more members of the team to contribute to managing the website to remove bottlenecks. Though there is much more to do on this we saw positive results in the success of our Covid-19 resource hub, which would have been impossible to maintain so well without this increase in capacity.

We continued to improve the performance of our website in search, building profile on key search terms to better reach target audiences and those who'd benefit from the information on our website. As a result our traffic from search engines has increased hugely year on year, with 64,270 clicks from search this year.

6. THE BENEFICIARIES OF OUR WORK IN NUMBERS

Equally Ours does not usually work directly with individual members of the public, so most of our work benefits the general public through our support for the effectiveness of our members and other civil society organisations, and our direct work with policy-makers.

In the last year we:

- worked with six government departments and four parliamentary inquiries, providing evidence and recommendations from communities disproportionately affected by Covid-19.
- convened and directly supported 50 organisations to respond to the reviews of the Human Rights Act and Judicial Review, and indirectly supported many more organisations and individuals to engage with the reviews through our close collaboration with Liberty and the Public Law Project.
- trained over 200 people in 150 organisations on how to communicate for progressive social change, including on issues such as structural inequality and violence against women and girls.
- delivered strategic communications consultancy projects for seven civil society organisations: one international, three national and three grassroots.
- facilitated the active involvement of 40 trusts and foundations in the Funders' Alliance for Race Equality. We supported them to increase evidence-based understanding of the need to fund both Black and ethnic minority-led organisations *and* work that advances racial equality and racial justice; and how to do that more effectively.

- supported 21 organisations led by and working for women's, BME, disabled, and LGBT+ people's equality, and for pan-equality social change, to develop their trading and entrepreneurial skills and increase their sustainability.
- nearly 70,000 people used our website, our tweets were viewed 200,000 times, and some 5,000 people received our fortnightly e-news.

7. FUTURE PLANS

Goal 1 increasing public support for equality and human rights. Our priorities are to:

1. Join-up our strategic communications and policy work on the next phases of Covid-19, and further developments in the reviews of Judicial Review and the Human Rights Act.
2. Deliver on at least three strategic communications consultancies in areas of social change that will further public support for equality and human rights in practice.

Goal 2 creating solutions. Our priorities are to:

1. Advocate with and on behalf of members, and with wider civil society, for the ongoing response to Covid, and recovery plans to meet the needs and rights of us all, particularly people and communities who are disproportionately affected and experience discrimination and social exclusion. This will include government plans on levelling up and the UK Shared Prosperity Fund.
2. Advocate with and on behalf of members and with wider civil society for people's rights and protections to be retained in the next stages of the government's reviews of the Human Rights Act and Judicial Review.
3. Convene members to shape the next stages of the Law Commission review of hate crime legislation and the government response.

Goal 3 capacity building civil society to progress goals 1 and 2.

Our priorities are to:

1. Diversify our policy network membership to include more grassroots voices and underrepresented groups. Review and update the accessibility of our policy work.
2. Develop and secure funding for the next phase of the Communications for Change programme.
3. Work with the Funders Alliance for Race Equality to develop and deliver their next two-year strategy.

4. Continue successful implementation of the Enterprise Development Programme, and, identify further opportunities to embed equality in the social investment and enterprise development arena.

8. STRUCTURE, GOVERNANCE AND MANAGEMENT

Trustee board

The majority of Equally Ours' trustees are elected by the members of the Equally Ours policy network; a minority can be co-opted. The board and Equally Ours members are committed to ensuring that the board has a diverse membership and possesses the skills and knowledge to enable Equally Ours to operate successfully and conduct an audit every year to help inform the elections and co-options processes. The trustees bring extensive knowledge of equality and human rights together with experience of senior management and governance within the voluntary sector and other sectors. They meet four times a year and are responsible for the organisation's overall strategy and governance and for proper use of its resources. Trustees pay close attention to the views of the member organisations but act independently.

Equally Ours is both a registered charity and a company limited by guarantee. It is governed by its Memorandum and Articles of Association, which were approved and adopted in January 2008 (upon registration as a charitable company) and as amended in November 2018.

Team

The staff in 20/21 were:

- Ali Harris, Chief Executive, 0.8fte
- Kathryn Quinton, Communications Director, full-time
- Liz Shannon, Parliamentary and Policy Advisor, 0.6fte
- Tansy Hutchinson, Head of Policy, full-time
- Tracey Agyeman, Programme Manager of Funders for Race Equality Alliance 0.6fte, fulltime from November 2020; Network and Communications Officer 0.4fte to November 2020
- Tanishtha Sen Gupta, Project Intern, 0.5fte to November 2020, fulltime Member and Community Engagement Officer from November 2020
- Alice Jennings, Head of Digital and Strategic Communications, full-time
- Samina Mulla, Finance Officer, 0.2fte, to July 2020
- Aimee Dorsett-Browne, Enterprise Development Manager, full-time
- Saphia Youssef, Project Intern, 0.4fte from November 2020
- Kamille Leon, Office & Resources Manager, full time from December 2020

Key management personnel were the Chief Executive and Communications Director. Their pay and remuneration were set at the time of their recruitment and annually thereafter by benchmarking similar roles in comparable organisations.

All fundraising activity for Equally Ours was carried out by the staff.

We also valued the contributions of the following contributors funded through specific projects:

- Belinda Pratten, policy adviser on UKSPF
- Neil Crowther, consultant on Reframing Ageing

We benefitted hugely from the voluntary support of:

- Jean Scott, financial operations

9. PUBLIC BENEFIT

In carrying out its work Equally Ours pays due regard to Charity Commission guidance concerning public benefit. The trustees are satisfied that all Equally Ours' activities in 2019/2020 were of public benefit and that the charity's funds were spent so as to achieve public benefit.

10. MEMBERSHIP LIST

Members

Members of the Equally Ours policy forum are formally members of the charity and play a governance role:

Age UK

brap

British Institute of Human Rights

Children's Rights Alliance for England (CRAE)

Citizens Advice

Disability Rights UK

Discrimination Law Association

End Violence Against Women Campaign

Equality Trust

Fair Play South West

Fawcett Society

Friends, Families and Travellers

Gender Identity Research and Education Society (GIRES)

Humanists UK

Law Centres Network

Maternity Action

Mind

National AIDS Trust

National Alliance of Women's Organisations (NAWO)

Press for Change

Race on the Agenda (ROTA)

Royal National Institute of Blind People

Royal National Institute for Deaf People (formerly Action on Hearing Loss)

Runnymede Trust
Security Women
Sign Health
Scope
Stonewall
Trades Union Congress (TUC)
Traveller Movement
UKREN (UK Race in Europe Network)
UNISON
Women's Budget Group
Women's Resource Centre

Associate members

Amnesty International UK
British Muslims for Secular Democracy
Business Disability Forum
Carers UK
Caritas Social Action Network
Catholic Bishops' Conference of England and Wales
Child Poverty Action Group
Churches Together in Britain and Ireland
Consonant (formerly Asylum Aid)
Consortium of LGBT Voluntary and Community Organisations
Employers for Carers
Employers Network for Equality & Inclusion
EqualiTeach
Equal Rights Trust
Faith-based Regeneration Network
FiLia
GALOP (Gay and Lesbian Policing Project)
HEAR
Inclusion London
Inspire
Joseph Rowntree Foundation
Just Fair
Law Society
Liberty
Migrants' Rights Network (MRN)
Odysseus Trust
Refugee Council
Rene Cassin
Royal College of Nursing
Stop Funding Hate
Unite the Union

Unlock Democracy
YESS Law
Young Women's Trust

Observers

COMPAS
Equality and Human Rights Commission (EHRC)
Government Equalities Office
Greater London Authority
Independent Police Complaints Commission (IPCC)
Joint Committee on Human Rights of the UK Parliament
JUSTICE
Local Government Association
Macmillan Cancer Support
Ministry of Justice
Ministry of Housing, Communities and Local Government
Office of the Committee for Employment and Social Security, States of Guernsey
Scottish Human Rights Commission (SHRC)
The Office of the Children's Commissioner for England
UNICEF
UN Women National Committee UK
Women and Equalities Select Committee

11. REFERENCE AND ADMINISTRATIVE INFORMATION

COMPANY NUMBER	06464749
CHARITY NUMBER	1135357
TRUSTEES AND DIRECTORS	Sarah Veale CBE, Chair, co-opted Julie Bishop (Law Centres Network), Vice-chair, elected Dr Wanda Wyporska (The Equality Trust), Vice-chair, elected Jean Scott, Treasurer, co-opted Asif Afridi (brap), elected Janet Veitch (Women's Budget Group), elected Chris Whitwell, co-opted Magdelene Davis, co-opted Clare Moody (Fairplay South West) elected Sam Smethers (Chief Executive, Fawcett Society) elected, until October 2020 Ceri Smith (Scope), elected until October 2020 Poornima Karunadacharan (Race on the Agenda) elected, until December 2020 Emily McCarron (AgeUK), elected, until Jan 2021
REGISTERED OFFICE	Tavis House, 1-6 Tavistock Square London, WC1H 9NA
INDEPENDENT EXAMINER	Heather Wheelhouse (ACA), BDO LLP, 55 Baker Street, London, W1U 7EU
BANKERS	Unity Trust plc, Nine Brindleyplace, 4 Oozells Square Birmingham, B1 2HB

12. FINANCIAL REVIEW

During 2020/2021 Equally Ours secured income of £596,122, made up of £386,130 for specific projects and £209,992 of unrestricted income. This represents an increase in total income of £229,285 compared to 2019/2020. Expenditure over the year was £444,122, resulting in an overall surplus of £152,000. At the end of 2020/2021 the unrestricted funds balance increased to £129,220, whilst the balance of £173,985 on the restricted fund balance has all been committed for expenditure during the forthcoming period.

Reserves Policy

The funds of the charity are held in the accumulated fund for use in line with the objectives of the trust. The trustees have established a policy whereby the unrestricted funds not committed (the free reserves) held by the charity should aim to be three months of planned expenditure. As the free reserves have increased to £129,220 this is now above the required level and trustees will continue to monitor the level and review regularly.

Risk Management

The trustees continue to review the risks facing the charity in particular the difficult funding climate and the challenge of securing sufficient income to cover both core and project costs. The trustees have continued to review and monitor the action plan for addressing the risk.

The Covid-19 pandemic introduced significant uncertainty in connection with core income but there is reasonable confidence that any financial risk can be managed within the charity reserves, whilst continuing to actively support partners in their work and in their response to the pandemic.

The staff are Equally Ours' main asset. The trustees continue to monitor risks for staff members under the difficult working conditions of Covid-19, and ensure support is in place to prevent or minimise negative impacts.

The trustees reaffirmed that Equally Ours' other main assets are its reputation and relationships and that consequently some of its main risks lie in these areas. Management of these risks is in many cases a matter of style and tone in relationships.

The trustees believe that it is appropriate to prepare the accounts on a going concern basis. More details of this are included in note 1.

Statement of Trustees' Responsibilities in Relation to the Financial Statements

The trustees (who are also the directors of Equally Ours for the purposes of company law) are responsible for preparing the Trustee's Annual Report and the financial statements in accordance with applicable law and regulations. Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company

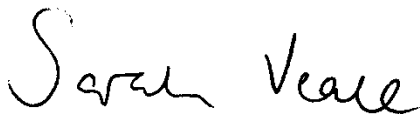
and the results of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK accounting standards
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In preparing the trustees' report advantage has been taken of the small company's exemption.

Approved by the trustees and signed on their behalf by:

A handwritten signature in black ink that reads "Sarah Veale". The signature is written in a cursive, flowing style.

Sarah Veale, Chair

10.07.2021

13. INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF EQUALLY OURS

I report to the charity's Trustees on the accounts of the company for the year ended 31 March 2021.

This report is made solely to the charity's trustees, as a body, in accordance with Regulation 31 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity's trustees as a body, for my work, for this report, or for the statement I have made.

Responsibilities and basis for 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 the ICAEW, 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:

- accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act
- the accounts do not accord with those records
- 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
- 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.

Heather Wheelhouse

Heather Wheelhouse ACA

Date: 12 July 2021

BDO LLP, 55 Baker Street, London, W1U 7EU

EQUALLY OURS

STATEMENT OF FINANCIAL ACTIVITIES (including THE INCOME AND EXPENDITURE ACCOUNT) FOR YEAR ENDED 31 MARCH 2021

	<u>Notes</u>	<u>Unrestricted</u> <u>Funds</u> £	<u>Restricted</u> <u>Funds</u> £	<u>Total</u> <u>this year</u> £	<u>Total</u> <u>Last year</u> £
<u>INCOME</u>					
Income from Charitable Activities	3	149,704	386,130	535,834	327,714
Other income		60,288	-	60,288	39,123
<u>TOTAL INCOME</u>		<u>209,992</u>	<u>386,130</u>	<u>596,122</u>	<u>366,837</u>
<u>EXPENDITURE</u>					
Expenditure on Charitable Activities	4-7	166,590	277,532	444,122	401,687
<u>TOTAL EXPENDITURE</u>		<u>166,590</u>	<u>277,532</u>	<u>444,122</u>	<u>401,687</u>
Net movement in Funds		43,402	108,598	152,000	(34,850)
Total funds at 1 April 2020		85,818	65,387	151,205	186,055
Total funds at 31 March 2021		<u>129,220</u>	<u>173,985</u>	<u>303,205</u>	<u>151,205</u>

The statement of financial activities includes all gains and losses recognised in the year. All incoming resources and resources expended derive from continuing activities. The notes on pages 38 to 47 form part of these financial statements.

EQUALLY OURS

BALANCE SHEET AS AT 31 MARCH 2021

	Note	Total this year £	Total last year £
<u>CURRENT ASSETS</u>			
Debtor	7	84,943	48,835
Cash at bank and in hand		331,679	188,336
		416,622	237,171
<u>CREDITORS</u>			
Amounts falling due within one year	8	113,417	85,966
		303,205	151,205
<u>TOTAL NET ASSETS</u>			
<u>FUNDS</u>			
Unrestricted Funds		129,220	85,818
Restricted Funds		173,985	65,387
		303,205	151,205

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.

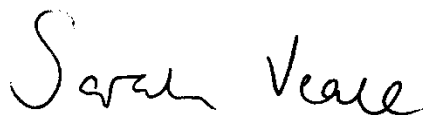
The Trustees acknowledge their responsibilities for:

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006; and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of the financial year and of its surplus and deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The financial statements have been prepared in accordance with the provisions of Part 15 of the Companies Act 2006 relating to small companies.

EQUALLY OURS

These financial statements were approved by the Trustees on 24 June 2021 and signed on 10 July 2021 on their behalf by:

A handwritten signature in black ink that reads "Sarah Veale". The script is cursive and fluid, with the first name and last name clearly distinguishable.

Sarah Veale
Chair
Trustees

Company registration number: 06464749

The notes on pages 38 to 47 form part of these financial statements.

EQUALLY OURS

STATEMENT OF CASHFLOWS AS AT 31 MARCH 2021

	This year £	Last year £
Net income / (expenditure) for the year	152,000	(34,850)
Adjustments for:		
Increase in debtors	(36,108)	(45,035)
Increase in creditors	27,451	17,892
Net cash generated from operating activities	<u>143,343</u>	<u>(61,993)</u>
 Change in cash and cash equivalents in the reporting period	 143,343	 (61,993)
Cash and cash equivalents at the beginning of the reporting period	<u>188,336</u>	<u>250,329</u>
Cash and cash equivalents at the end of the reporting period	<u>331,679</u>	<u>188,336</u>

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.21

1 ACCOUNTING POLICIES

General information

Equally Ours is a registered charity, number 1135357, and a charitable company limited by guarantee, number 06464749, incorporated in England and Wales. The address of its registered office is Tavis House, 1-6 Tavistock Square, London, WC1H 9NA.

Basis of Accounts

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. 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 (FRS102) (effective 1 January 2019) – (Charities SORP(FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

The financial statements are prepared in pound sterling (£) and the figures are rounded to the nearest £.

Equally Ours constitutes a public benefit entity as defined by FRS 102.

At the time of approving the accounts, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The trustees believe that whilst there is uncertainty, this does not pose a material uncertainty on the charity's ability to continue as a going concern. The trustees therefore believe that it is appropriate to prepare the accounts on a going concern basis.

At the middle of May 2021, the charity had approximately £287,000 of cash available.

The trustees have prepared a stress test and this confirms that based on confirmed income streams for the coming twelve months, the charity is able to meet liabilities as they fall due for at least another 12 months from the date of approval of the financial statements. Salaries make up a significant portion of the overall forecast expenditure for the next 12 months, however grant income is often directly linked to this. Staff are allocated to specific projects and the charity would be reactive to changes in staff requirements arising from project changes.

Company status

The charitable company is a company limited by guarantee. The members of the company are the Trustees named on page 30. In the event of the charitable company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

Incoming Resources

Income is recognised in the period in which the fund is entitled to receipt, it is probable that the income will be received and the amount can be measured with reasonable certainty.

Government Grants

Grants of a revenue nature are recognised in “other income” in the same period as the related expenditure. This includes the Government Coronavirus Job Retention Scheme (‘Furlough’).

Donated Services and Facilities

Donated services and facilities are recognised as income when any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. On receipt, donated services and facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Resources Expended

Expenditure is included on an accruals basis. Expenditure is allocated directly to the activity which it relates including support costs which can be identified as being an integral part of direct charitable expenditure.

Operating leases

Rentals applicable to operating leases are charged to the Statement of Financial Activity over the period in which the cost is incurred.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Fund Accounting

Unrestricted Funds - These are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

Restricted Funds - These are funds that can only be used for particular restricted purposes within the objects of the charity.

Pension

Contributions to the charity's defined contribution pension scheme are charged to the statement of financial activities account in the year in which they become payable. The assets of the scheme are held separately from those of the charity in an independently administered fund.

Significant judgments and estimates

In the application of the charity's accounting policies, the directors are required to make judgments, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

There were no judgment or material estimation uncertainties affecting the reported financial performance in the current or prior year.

2 TRUSTEES' REMUNERATION

No trustee has received any remuneration during the year (2020 £nil). See Note 5 for trustee expenses.

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.21

3	UNRESTRICTED INCOME from Charitable Activities	This year £	Last year £
	Joseph Rowntree Charitable Trust	45,000	45,000
	John Ellerman Foundation	35,000	35,000
	Advent of Change Calendar	4,904	2,385
	Equality Trust (IFS)	4,800	
	Esmee Fairbairn Foundation	60,000	40,000
		<u>149,704</u>	<u>122,385</u>

RESTRICTED INCOME

Barrow Cadbury Trust	115,930	36,500
Joseph Rowntree Charitable Trust	13,464	7,320
Baring Foundation	5,000	
Centre for Ageing Better	15,000	
Comic Relief	582	5,232
Access Foundation	80,296	39,286
Global Dialogue		10,200
Emergence Foundation		24,246
Aziz Foundation	4,000	2,000
National Lottery Community Fund	67,608	
Trust for London	50,250	16,750
The Legal Education Foundation	27,500	57,295
Media Trust (City Bridge Trust)	6,500	6,500
	<u>386,130</u>	<u>205,329</u>

OTHER INCOME

Speaker fees, donations, training, furlough payments, etc.

60,288	39,123
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Government grants of £5,350 (2020: £nil) relate to amounts receivable under the Coronavirus Job Retention Scheme.

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.21

4 ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

	Unrestricted	Restricted	This Year	Last Year
	£	£	£	£
Salaries	121,442	230,215	351,657	265,626
Agency staff			0	4,192
General office costs	10,741	2,566	13,307	11,810
Audit & accountancy fees	7,867	-	7,867	2,207
Insurance	1,030	-	1,030	939
Service charge & rent	5,176	-	5,176	6,984
Events venues & related costs		28,235	28,235	5,332
Research & publications	-	1,533	1,533	5,536
Campaigning	16,083	14,231	30,314	72,495
Web site	4,039	752	4,791	3,849
Consultancy			0	16,964
Travel & subsistence	212		212	4,153
Bad debt provision		-	0	1,600
	<u>166,590</u>	<u>277,532</u>	<u>444,122</u>	<u>401,687</u>

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.21

5 EXPENSES AND FEES

5.1 Trustees' Expenses

	This year	Last year
Number of trustees who were paid expenses	1	2
Nature of the expense	Travel	Travel
Total amount paid	4	740

5.2 Fees for examination or audit of the accounts

	This year £	Last year £
Independent examination	2,454	2,207
Total amount paid	2,454	2,207

6 STAFF

6.1 Staff Costs

	This year £	Last year £
Gross wages, salaries and benefits in kind	303,696	230,836
Employer's National Insurance costs	25,832	18,653
Pension Costs	22,129	16,137
Total amount paid	351,657	265,626

The emoluments of one member of staff are within the range of £60,000 to £69,000, (2020 £Nil)

6.2 Average number of full-time equivalent employees in the year.

Key management personnel included the Trustees none of whom received any remuneration, and the Chief Executive for whom the total amount of benefit was £56,929. The Communications Director received total amount of benefit greater than £60,000.

	This year	Last year
Average number of staff	8.9	7.5
Average number of fte staff	7.0	5.9

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.21

7 DEBTORS

Analysis of debtors	Amounts falling due within one year	
	This year £	Last year £
Prepayments and accrued income	9,093	-
Aged debtors	75,850	48,835
Total	84,943	48,835

8 CREDITORS AND ACCRUALS

Analysis of creditors	Amounts falling due within one year	
	This year £	Last year £
Accounts Payable	3,662	4,288
PAYE & Pension creditor	66,583	47,668
Accruals	22,272	2,760
Deferred income*	20,900	31,250
Total	113,417	85,966

*Analysis of deferred income – all amounts related to grants/other income received in the current year for works to be carried out in future period.

b/f 1 st April 2020	Esmee Fairbairn – yearly grant of £40K received 2019 – apportioned to cover 6 months	£20,000
	JRCT grant for quarter 1 2020/21 received March 2020	£11,250
Total b/f & reversed in full		£31,250
c/f 31 st March 2021	Esmee Fairbairn – yearly grant of £40K received 2020 - apportioned to cover 6 months	£20,000
	Strategic comms training invoiced in full for two sessions at £900 – second session held May/Jun 2021	£900

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.21

9.1 FUNDER	PURPOSE
Access Foundation	Grant funding for enterprise development
Aziz Foundation	Grant funding - co-ordinating to combat hate crime
Baring Foundation	Grant funding to support additional Covid costs
Barrow Cadbury Trust	Grant funding towards Chief Executive's salary
Barrow Cadbury Trust	Funders for Race Equality Alliance
Centre for Ageing Better	Grant funding to test impact of language on attitudes to ageing
Comic Relief	Core funding
Esmee Fairbairn Foundation	Contribution towards core costs of Equally Ours
John Ellerman Foundation	Core funding
Joseph Rowntree Charitable Trust	Contribution towards core costs of Equally Ours with additional Covid funding
Joseph Rowntree Charitable Trust	Grant funding- Influencing EU funding after Brexit
Legal Education Foundation	Grant funding - protecting rights
Media Trust (City Bridge Trust)	Grant funding - Stronger voices project
National Lottery Community Fund	Grant funding for Community engagement
Trust for London	Communication for Change strategic communications capacity building programme

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.21

9.2 MOVEMENT OF RESTRICTED FUNDS

	Fund balances brought forward	Incoming Resources	Resources expended	Fund balances carried forward
Barrow Cadbury Trust (1)	-	40,500	27,000	13,500
Trust for London	13,596	50,250	30,812	33,034
Baring Foundation	-	5,000	5,000	-
Access	23,566	80,296	80,073	23,789
Aziz Foundation	-	4,000	4,000	-
Centre for Aging	(12,386)	15,000	2,614	-
Emergence Foundation	17,407	-	14,774	2,633
Comic Relief	3,081	582	3,663	-
Media Trust	-	6,500	-	6,500
Joseph Rowntree Charitable Trust	-	13,464	9,906	3,558
National Lottery Community Fund	-	67,608	20,398	47,210
Legal Education Foundation	14,766	27,500	29,266	13,000
Barrow Cadbury Trust (2)	5,357	75,430	50,026	30,761
Total funds	65,387	386,130	277,532	173,985

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.21

10 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	<u>Unrestricted</u> <u>Funds</u> £	<u>Restricted</u> <u>funds</u> £	<u>2021</u> <u>Total</u> £
Current Assets	242,637	173,985	416,622
Current Liabilities	(113,417)	-	(113,417)
Total	129,220	173,985	303,205

	<u>Unrestricted</u> <u>Funds</u> £	<u>Restricted</u> <u>funds</u> £	<u>2020</u> <u>Total</u> £
Current Assets	171,784	65,387	237,171
Current Liabilities	(85,966)	-	(85,966)
Total	85,818	65,387	151,205

11 RELATED PARTY TRANSACTIONS

Wanda Wyporska became a trustee of Esmee Fairbairn Foundation on 1st January 2021. Equally Ours was awarded a three-year grant of £40K a year from Esmee Fairbairn in 2018 due to finish summer 2021.