



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

CONTENTS

	Page
Trustees' Annual Report	3
Reference and Administrative Information	30
Financial Review	31
Independent Examiner's Report	33
Statement of Financial Activities	34
Balance Sheet	35
Statement of Cash Flows	37
Notes to the Accounts	38

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

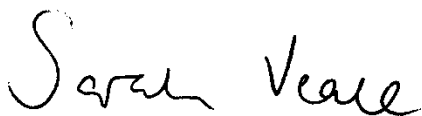
and the results of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- 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
<u>TOTAL NET ASSETS</u>		303,205	151,205
<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.

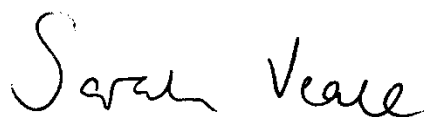
The Trustees acknowledge their responsibilities for:

- (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 "Sarah" and the last name "Veale" 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
--------	--------

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.