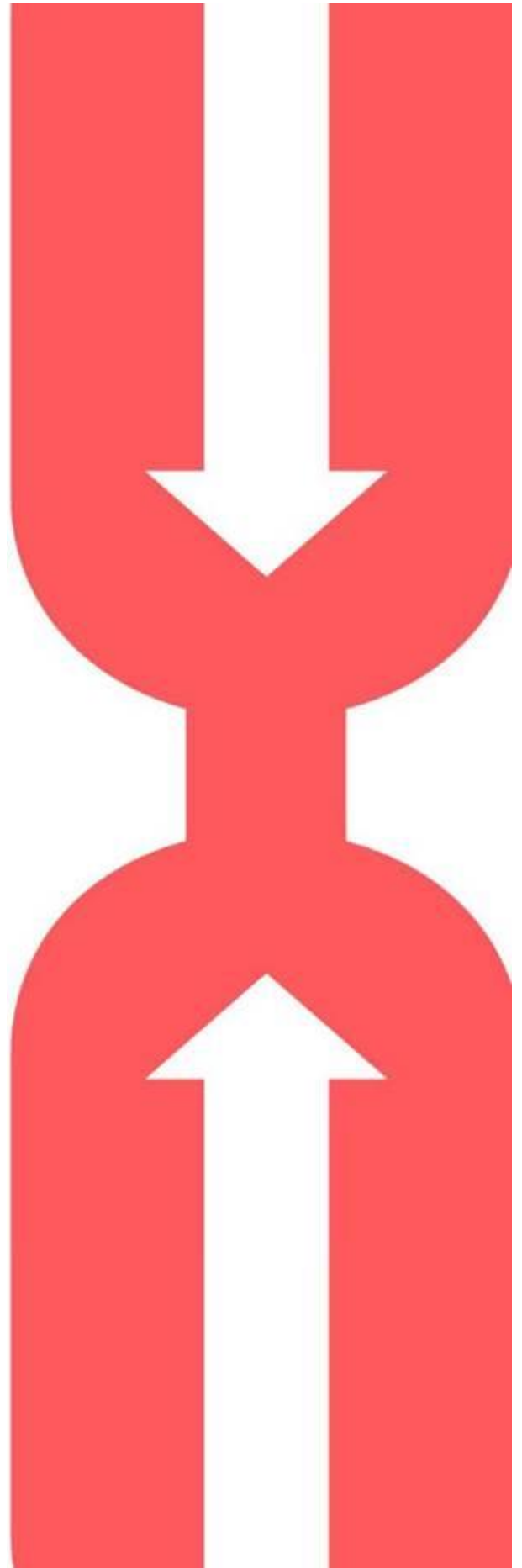


EQUALLY ↑ OURS

2024/25
Trustees' report
and financial
statements

For the year ended 31
March 2025



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

Equally Ours was formerly called the Equality and Diversity Forum

Company Number: 06464749

Charity Number: 1135357

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

Equally Ours Contents

	Page
Reference and Administrative Details	1
Trustees' Report	2—10
Independent Examiner's Report	11
Statement of Financial Activities (including Income and Expenditure Account)	12
Comparative Statement of Financial Activities (including Income and Expenditure Account)	13
Balance Sheet	14
Notes to the Financial Statements	15—19

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

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

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

1. About Equally Ours

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

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

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

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

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

2. The context for our work

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

LAW

General election

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

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

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

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

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

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

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

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

Response to racist riots

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

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

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

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

Civil Society Group and Civil Society Covenant

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

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

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

Influencing strategy

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

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

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

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

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

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

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Hate Crime

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

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

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

CLIMATE and INVESTMENT

The growth agenda

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

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

Supporting the Funders for Race Equality Alliance (the Alliance)

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

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

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

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

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

SECTOR STRENGTH: strategic communications capacity building and consultancy

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Participant feedback included:

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

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

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

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

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

EQUALLY OURS' STRENGTH

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

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

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

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

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

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

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

4. Our impact: members' views

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

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

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

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

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

Another described the personal benefit of membership:

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

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

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

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

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

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

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

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

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

5. The year ahead

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

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

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

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

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

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

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

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

6. Structure, Governance and Management

Trustee board

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

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

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

Staff team

The staff team in 2024-2025 were:

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

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

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

7. Public benefit

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

Membership list

Members

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

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

Associate members

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

...CONTINUED

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

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

Observers

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

Small Company Rules

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

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

Sonali Naik

Sonali Naik KC
Chair of Trustees

Date: 4th November 2025

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

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

Responsibilities and Basis of Report

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

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

Independent Examiner's Statement

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

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

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

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



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

Date: 04/11/2025

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

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

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

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

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

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

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

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

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

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

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

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

On behalf of the board

Sonali Naik

Sonali Naik KC
Chair of Trustees

Date: 4th November 2025

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

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

1. General Information

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

2. Accounting Policies

2.1. Basis of Preparation of Financial Statements

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

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

2.2. Cash and Cash Equivalents

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

3. Income from Donations and Legacies

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

4. Other Income

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

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

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

5. Net Income/(Expenditure)

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

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

6. Analysis of Expenditure

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

7. Support Costs

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

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

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

8. Staff Costs

Staff costs were as follows:

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

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

9. Average Number of Employees

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

10. Tangible Assets

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

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

11. Debtors

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

12. Creditors: Amounts Falling Due Within One Year

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

13. Movement in Funds

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

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

14. Related Party Disclosures

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

15. Company limited by guarantee

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

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