

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

England & Wales · Charity number 1168591

Details

Other names	HEAR NETWORK
Status	Registered
Legal form	CIO
Registered	2016-08-03
Register	View on the Charity Commission register

Contact

Address	HEAR C/O Voluntary Action Islington 200a Pentonville Road London N1 9JP
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Activities

Objects: (1) THE PROMOTION OF EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT BY, FOR EXAMPLE:(A) THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF AGE, RACE, GENDER, GENDER REASSIGNMENT, MARRIAGE OR CIVIL PARTNERSHIP, PREGNANCY OR MATERNITY, DISABILITY, SEXUAL ORIENTATION OR RELIGION OR BELIEF;(B) ADVANCING EDUCATION AND RAISING AWARENESS OF EQUALITY AND DIVERSITY;(C) PROMOTING ACTIVITIES TO FOSTER UNDERSTANDING BETWEEN PEOPLE WITH DIVERSE CHARACTERISTICS;(D) CONDUCTING OR COMMISSIONING RESEARCH INTO EQUALITY AND DIVERSITY ISSUES AND PUBLISHING THE RESULTS;(E) CULTIVATING RECOGNITION AND SUPPORT FOR GREATER EQUALITY AND RECOGNITION OF DIVERSITY.(2) TO PROMOTE HUMAN RIGHTS (AS SET OUT IN THE UNIVERSAL DECLARATION OF HUMAN RIGHTS AND SUBSEQUENT UNITED NATIONS CONVENTIONS AND DECLARATIONS) THROUGHOUT THE WORLD BY ALL OR ANY OF THE FOLLOWING MEANS:(A) RESEARCH INTO HUMAN RIGHTS ISSUES; (B) PROVIDING TECHNICAL ADVICE TO GOVERNMENT AND OTHERS ON HUMAN RIGHTS MATTERS; (C) CONTRIBUTING TO THE SOUND ADMINISTRATION OF HUMAN RIGHTS LAW; (D) COMMENTING ON PROPOSED HUMAN RIGHTS LEGISLATION; (E) RAISING AWARENESS OF HUMAN RIGHTS ISSUES; (F) PROMOTING PUBLIC SUPPORT FOR HUMAN RIGHTS;(G) PROMOTING RESPECT FOR HUMAN RIGHTS AMONG INDIVIDUALS AND CORPORATIONS.IN FURTHERANCE OF OBJECT (2) BUT NOT OTHERWISE, THE TRUSTEES SHALL HAVE POWER TO ENGAGE IN POLITICAL ACTIVITY PROVIDED THAT THE TRUSTEES ARE SATISFIED THAT THE PROPOSED ACTIVITIES WILL FURTHER THE PURPOSES OF THE CHARITY TO AN EXTENT JUSTIFIED BY THE RESOURCES COMMITTED AND THE ACTIVITY IS NOT THE DOMINANT MEANS BY WHICH THE CHARITY CARRIED OUT ITS OBJECTS.(3) TO PROMOTE THE EFFICIENT AND EFFECTIVE USE OF RESOURCES FOR CHARITABLE PURPOSES BY CHARITABLE AND NON-CHARITABLE BODIES FOR THE BENEFIT OF THE PUBLIC.

Activities: HEAR is a network of equality and human rights voluntary and community sector organisations in London, bringing together groups pan-equality for mutual learning and support

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£135,470	£94,702	-	-
2024-03-31	£60,890	£94,204	-	-
2023-03-31	£150,844	£98,181	-	-
2022-03-31	£74,217	£124,799	-	-
2021-03-31	£215,004	£203,859	-	-

Trustees

Name	Role	Appointed
Gary Buckley	Chair	2021-11-05
David Grimsey		2025-05-15
Jane Blacklock		2025-06-10

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

England & Wales - Charity number 1168591

Accounts

Charity registration number: 1168591

HEAR Equality and Human Rights Network

Annual Report and Financial Statements

for the Year Ended 31 March 2025

Community Accounting Plus
Units 1 & 2 North West
41 Talbot Street
Nottingham
NG1 5GL

HEAR Equality and Human Rights Network

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HEAR Equality and Human Rights Network

Reference and Administrative Details

Trustees	Gary Buckley, Chair
	David Grimsey, Treasurer
	Jane Blacklock
Charity Registration Number	1168591
Principal Office	HEAR C/O Voluntary Action Islington 200a Pentonville Road London N1 9JP
Independent Examiner	Eva Stevens, employee of Community Accounting Plus Units 1 & 2 North West 41 Talbot Street Nottingham NG1 5GL

HEAR Equality and Human Rights Network

Trustees' Report

The trustees present the annual report together with the financial statements of the charity for the year ended 31 March 2025.

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	Gary Buckley, Chair
	David Grimsey, Treasurer (appointed 15 May 2025)
	Jane Blacklock (appointed 10 June 2025)
	Maria Dolly Galvis Zapata (resigned 22 September 2025)
	Sarah Yiannoullou (resigned 19 December 2025)
	Danielle Rawling (appointed 27 June 2025 and resigned 24 November 2025)
	Hazel Blake (resigned 10 March 2025)

Objectives and activities

Objects and aims

The objects of the CIO are:

- (1) The promotion of equality and diversity for the public benefit by, for example:
 - (a) the elimination of discrimination on the grounds of age, race, gender, gender reassignment, marriage or civil partnership, pregnancy or maternity, disability, sexual orientation or religion or belief;
 - (b) advancing education and raising awareness of equality and diversity;
 - (c) promoting activities to foster understanding between people with diverse characteristics;
 - (d) conducting or commissioning research into equality and diversity issues and publishing the results;
 - (e) cultivating recognition and support for greater equality and recognition of diversity.
- (2) To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) throughout the world by all or any of the following means:
 - (a) Research into human rights issues;
 - (b) Providing technical advice to government and others on human rights matters;
 - (c) Contributing to the sound administration of human rights law;
 - (d) Commenting on proposed human rights legislation;
 - (e) Raising awareness of human rights issues;
 - (f) Promoting public support for human rights;
 - (g) Promoting respect for human rights among individuals and corporations;

In furtherance of object (2) but not otherwise, the trustees shall have power to engage in political activity provided that the trustees are satisfied that the proposed activities will further the purposes of the charity to an extent justified by the resources committed and the activity is not the dominant means by which the charity carried out its objects.

- (3) To promote the efficient and effective use of resources for charitable purposes by charitable and non-charitable bodies for the benefit of the public.

Public benefit

HEAR provides public benefit by promoting equality and human rights for the benefit of Londoners and by promoting the use of equality resources to charitable and non-charitable bodies that support Londoners.

HEAR Equality and Human Rights Network

Trustees' Report (continued)

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Achievements and performance

HEAR's work during 2024-2025 continued to support the strengthening of members' ability to influence decision makers across London, responding to many changes in decision-making structures following the Mayoral and General Elections. Responding to the civil unrest of the summer of 2024 was a key part of support for members, and HEAR brought members together in a series of in-person events to provide a safe and supportive space to listen, share views and suggest solutions. Feedback from members before the sessions included, feeling scared, angry, anxious, worried, overwhelmed, racism. After the sessions members reported feeling: Happy, Hope, Energised, Optimistic, Things can change, Part of a collective, Step forward with these meetings, not feeling alone.

HEAR also supported members to engage with changes in technology, including the positive and negative aspects of AI. HEAR continued working with funders to support increased equity in the development of funding practice, and brought its members together at the end of 2024 to celebrate 20 years of work as a pan-equality network for London.

As part of its charitable aims and objectives HEAR was able to continue support in the following ways:

1. **Connecting members** with each other through email bulletins, online and in-person events, and one-to-one connections. This enabled them to support each other and serve their beneficiaries more effectively. Examples included linking members with lived experience or specific skills to others in order to coproduce, lead or facilitate events, meetings or training; enabling the wider distribution of information, resources, invitations or calls to action; broadening the impact of member campaigns; enabling members to work together on new projects; facilitating links to statutory sector and funders; enabling members to attend events, conferences or training important for their work/community through direct introductions with other members; supporting access to resources or systems such as booking portals for members with accessibility needs; facilitating access to paid opportunities to contribute expertise; linking members in a specific part of London/borough; linking members working on legal matters, e.g. disabled asylum seekers' rights.

2. **Enabling member priorities**, concerns, and insights to reach and influence statutory colleagues, policy and governance structures within sectors such as the Greater London Authority (GLA) and Public Health embedding equality and intersectional approaches within these mechanisms; providing a conduit to enable information from statutory sector colleagues and funders to reach our members, including for example facilitating member with specific expertise to attend London Health Equity Group special meeting on Inclusion Health; supporting members with guidance prior to making funding applications:

“Thanks so much for your advice and words of guidance, we really appreciate your support”

3. **A Collective Voice for Equality**-through HEAR's membership worked with the Mayor's Equality, Diversity and Inclusion Advisory Group, London Office of Technology and Innovation, London Anti-Racism Collaboration for Health (LARCH), London Plan team, London Health Equality and Community Development Network, London Engagement Collaborative, Home Office, various policy teams across the GLA, and with the Deputy Mayor and statutory and voluntary sector colleagues, to be a collective voice in embedding equalities in decision and policy making.

This resulted in influencing the below London wide strategies and impact:

- a) Design of LOTI London Digital Inclusion Network
 - b) Community Centred Approaches to Health strategies, Office for Health Improvement and Disparities (OHID)
- HEAR Equality and Human Rights Network

HEAR Equality and Human Rights Network

Trustees' Report (continued)

- c) Health Equity Data Collaborative London Health Equity Snapshot 2024, with particular focus on poverty and cost of living
- d) London Volunteering Strategy
- e) Building a Fairer City-Trust in Public Institutions

4. Partnerships and Collaboration:

HEAR continued to work closely with the following partners:

- 4.1. Just Space, including on inclusivity issues in their London Plan manifesto, and direct input of members' priorities into the development of the next London Plan; this included using members' evidence from the Covid 19 impact research.
- 4.2. London Plus, on a range of equality topics, including working one to one with several Councils for Voluntary Service (CVS) to look at equality issues. This included work on emergency planning and resilience, social prescribing, health inequalities, and jointly taking part in the NCVO members' summit on equality and inclusion.
- 4.3. HEAR continued to work as a partner in two projects led by Superhighways: The second phase of Datawise London, funded by City Bridge Foundation, supports the voluntary sector, particularly smaller groups, to use data better to support their work, and Digital Foundations, funded by the National Lottery Community Fund, which supports small charities with the use of technical and digital tools. This has led to HEAR members accessing free training and support through both projects.
- 4.4. HEAR continued to partner with the Race Equality Foundation and others, to deliver a project led by Flourishing Lives to support improved Black and Minority Ethnic (BAME) community inclusion in the arts, and promote active anti-racist practice in this sector. This has enabled arts institutions and health and well-being services to be more inclusive and understand the barriers faced by people from racial minorities groups, through hearing directly from those with lived experience, and learning from the experiences of their peers.
- 4.5. HEAR maintained its Associate Membership of Equally Ours.
- 4.6. HEAR continued its membership of the End Violence Against Women Coalition, promoting HEAR members' opportunities to get involved in campaigns, training and networks in this sector.
- 4.7. HEAR continued its partnership with the University of Salford and the University of Greenwich to conduct a research project on digital inclusion, disability and volunteering, including HEAR members with lived experience in paid positions on the project expert advisory panel, and other HEAR members with paid involvement as research participants.
- 4.8. HEAR continued its membership of the Age UK London Poverty Campaign Advisory Group.

5. Project Work:

5.1. Stronger Voices:

This project, funded by Trust for London, was extended through the summer of 2024 to provide an intensive 'Exploring Collaboration' programme specifically designed for HEAR's smaller and user-led member groups and individuals with lived experience, designed around the Campaign Pies framework developed through HEAR's previous Net Equality project. 10 individuals and 15 groups took part over June-August 2024 in 3 online and 3 in person workshops, which included a variety of collaborative campaigning topics including story-telling and power mapping.

"What an amazing mix of community sector leaders gathered around this project. What a stimulating session"

"Another session rich in reflections and ideas for action."

"We are all peers and the atmosphere is supportive, stimulating and positive. This strengthens bonds and encourages people to take part sustainably"

HEAR Equality and Human Rights Network

Trustees' Report (continued)

5.2. Anchor-Thank you to City Bridge Foundation.

Thank you to the City Bridge Foundation - HEAR commenced the first year of its Anchor grant funding in June 2024. This is a 10-year core grant, during which time HEAR will consolidate and build on its work to support members' voice and influence with decision and policy makers in London, and contribute to systemic change in the way such mechanisms operate. HEAR has taken an active part with other grantees in the Learning Programme led by the Social Investment Partnership.

6. Policy, Campaigns and Influencing:

HEAR supported members to campaign on the following issues to ensure member priorities reached decision and policy makers across London:

- Digital exclusion and digital poverty
- Planning and Regeneration
- Improvements to the asylum system
- Health inequalities
- Accessible information
- Improvements to equalities data
- Impact of inflation and the cost of living, including impact on older people and families
- Human rights

HEAR facilitated voice and influence through its membership of the following:

- a) The Mayor of London's Equality, Diversity and Inclusion Advisory Group
- b) The London Health Equity Group and Community Engagement sub-group
- c) National Asylum Stakeholder Group (Home Office), improving support for deaf and disabled asylum seekers
- d) London Health Equality and Community Development Network
- e) NHS Digital Forum

7. Information Sharing and Events organised by HEAR included:

7.1. HEAR 20 Year Anniversary Members' Celebration and Networking Lunch

"Huge congratulations to all the HEAR team on reaching 20 years! It's a massive achievement, and the work you've all done and continue to do really is impeccable, so huge respect and congratulations again to you all!"

7.2. Digital Inclusion in London Network.

7.3. HEAR Annual General Meeting and Members' Event.

7.4 The Dynamics of Culture in Dementia Care"; "Addressing the Issue of 'White Silence' in Anti-Racist Action"; both as part of Flourishing Lives project with HEAR Action Group.

7.5. Digitvol project meetings with lived experience experts and Digitvol research report and recommendations national launch event.

7.6. 'Exploring Collaboration' series of 3 online and 3 in person half-day workshops for members, exploring the nature of productive collaboration for campaigning in a pan equality context, plus learning new skills including storytelling, power mapping and understanding power in campaigning.

7.7. HEAR Steering Group meetings.

7.8. 'Coming Together' in person events to provide space and opportunity for members to express thoughts and feelings following civil unrest and discuss responses and solutions.

7.9. Presentation and discussion for members of Advice UK on the importance of digital inclusion in the delivery of social welfare advice, including presentation by HEAR individual member with lived experience:

"I am happy that my contribution to Advice UK, a personal insight into digital inclusion, was useful...also this exercise has given me the motivation to approach organisations to be more inclusive..."

7.10. London-Wide Community Health Equity Forum in person event at the Ahlulbayat Cultural Centre (jointly organized with HEAR by Just Space, London Plus and Faiths Forum for London).

HEAR Equality and Human Rights Network

Trustees' Report (continued)

8. Consultations and Sector Development:

HEAR took part in the following consultative and sector development activities:

- 8.1. HEAR continued to work with London Funders and other Equity Partners to support the ongoing development and delivery of the Propel funding programme.
- 8.2. HEAR continued to work with City Bridge Foundation and other Equity Partners to support the development of their funding strategy and to input into the End to End Review and the Envisioning London 2035 strategic planning.
- 8.3. HEAR continued to contribute to the development of the LARCH (London Anti-Racist Collaboration for Health).
- 8.4. HEAR, with other Equity Partners, continued to support London Funders in the development of the Collaboration Circle collaborative funding vehicle.
- 8.5. HEAR, with other Equity Partners, continued to support London Funders research on equity focused voluntary sector infrastructure.
- 8.6. HEAR supported recruitment to the Advice Workforce Development Fund Steering Group to help ensure representation from different equalities groups.
- 8.7. Took part as panellist for 'Voice of the People; Perspectives on Democracy, Representation and Involvement' at Voluntary Sector and Volunteering Research Network National Conference at City University, University of London.
- 8.8. Took part as panellist for 'Networking our Networks' event organized by London Engagement Collaborative.
- 8.9. HEAR provided support to Civil Society Roots cohort 3 grantees, some of whom subsequently joined HEAR and became actively involved in HEAR member activities and projects.
- 8.10. HEAR consulted on its long term plan with trustees, steering group and members.

9. Publications:

- 9.1. HEAR published a collection of audio lived experience interviews produced by its members to illustrate the impact of inflation and the cost of living crisis on parents and families.
- 9.2. HEAR were co-authors of the Digitvol project research report and recommendations document, looking at digital inclusion and disabled volunteers, published in September 2024.

10. Research:

- 10.1. HEAR in partnership with the University of Salford and the University of Greenwich continued work on the Digitvol research project on digital inclusion, disability and volunteering. The project included a paid advisory group of HEAR members with lived experience of volunteering as a disabled person:

"I can't describe how much I enjoyed the shared time together. I felt seen and valued and learned a lot"

The main research was completed in September 2024, with a national online launch event and the production of an extensive research report and practical practice recommendations. The HEAR took part in jointly presenting a paper on the project at the 2024 Voluntary Sector and Volunteering Network Annual National Research Conference at City University, University of London. The findings were also presented at the NCVO national members webinar on remote volunteering in December 2024. Further work to widen the impact of this research continues.

- 10.2. HEAR members collected qualitative data and insights from lived experience around the impact of the cost of living crisis and inflation, producing a series of audio interviews which were used by Trust for London to add qualitative insights to their London Poverty Profile, and which were distributed by Trust for London via their social media channels.
- 10.3. HEAR continued to use data collected by its members for the Covid 19 research project in voice and influencing work and campaigning.
- 10.4. HEAR supported the development and methodology for the Age UK London research on the impact of financial insecurity on older Londoners and advised on the research report structure and recommendations.
- 10.5. HEAR contributed data to the London Funders research on equity focused voluntary sector infrastructure.

HEAR Equality and Human Rights Network

Trustees' Report (continued)

10.6. HEAR contributed to the Fairville international research project on tackling inequality in large cities through coproduction.

Thank you:

The above work would not be possible without the support of our funders. Thank you to City Bridge Foundation, Trust for London, National Lottery Community Fund, London Funders, Digital Futures at Work Research Centre.

Plans for future periods

Aims and key objectives for future periods

HEAR will continue to consult, collaborate, coproduce and work with its members, partners, funders, steering group, trustees, staff and volunteers to address forthcoming priorities, particularly in relation to the continuing cost of living crisis, impact of technology and digital exclusion on marginalised communities, continuing health inequalities, the negative environment for equality and human rights, tensions around immigration and asylum and the crisis in housing and the UK summer riots.

It will continue to play an active role in enabling members to campaign and influence decision makers in statutory services, business, academic institutions, policy bodies, regional and national government, including promoting understanding of intersectionality and the important role of 'led by and for' organisations and individuals with lived experience of marginalisation and discrimination.

It will use its intelligence and evidence gathering from members, and priorities emerging from the external environment, together with learning from past work, to inform development of new projects.

It will continue to review HEAR's own internal systems to increase efficiency and productivity.

HEAR will continue its good work with members.

Members and affiliates:

At the end of the year, March 2025, HEAR had approximately 1100 network members, including 52 individual members with lived experience, and with new members joining through the course of the year. It had 20 Full Members of the Charity, supporting the governance of the CIO.

HEAR's news bulletin was going out to approximately 1200 email addresses twice monthly, now via a new platform that helps HEAR better understand and engage with its membership.

HEAR's programme planning, and current and future work is supported by a steering group. At the end of the year, March 2025, this consisted of 9 member organisations and one individual expert by experience, and included the following:

1. Age UK London
2. Bexley Accessible Transport
3. British Institute of Human Rights (BIHR)
4. Deaf Plus
5. Faiths Forum for London
6. Inclusion London
7. Micro Rainbow
8. Race on the Agenda (ROTA)
9. Refugees in Effective and Active Partnership (REAP)

HEAR Equality and Human Rights Network

Trustees' Report (continued)

Financial review

During 2023-24 HEAR continued to receive income from a combination of grants and diversified its income through co-designing, facilitating, guiding, training, programmes, projects and research. HEAR will continue to work on future funds and income diversification.

Policy on reserves

HEAR seeks to maintain free reserves equivalent to three months' core expenditure, in line with good practice.

Structure, governance and management

Nature of governing document

The charity is operated under the rules of its CIO - Association Registered 03 Aug 2016.

Recruitment and appointment of trustees

HEAR is a registered Charitable Incorporated Organisation with a Board of Trustees who overlook governance, compliance, policies, finances and future direction, including strategy, operations and the work team of HEAR. This includes setting, approving and reviewing budgets, accounts, cash flow and finances.

A Steering Group of HEAR members meets quarterly to discuss future areas of work, share information and strengthen the network as a whole.

HEAR CIO also has Formal Members, including but not limited to trustees, who support the governance of the CIO.

HEAR Equality and Human Rights Network

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity 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 accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008, and the provisions of the constitution. The trustees 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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees of the charity on 27/01/26 and signed on its behalf by:



.....
Gary Buckley
Trustee

HEAR Equality and Human Rights Network

Independent Examiner's Report to the trustees of HEAR Equality and Human Rights Network

Independent examiner's report to the trustees of HEAR Equality and Human Rights Network

I report to the trustees on my examination of the accounts of HEAR Equality and Human Rights Network (the Charity) for the year ended 31 March 2025.

Responsibilities and basis of report

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

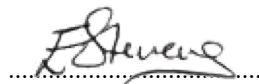
I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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



Eva Stevens, BSc, CPFA, employee of Community Accounting Plus
member of the Chartered Institute of Public Finance and Accountancy (CIPFA)

Units 1 & 2 North West
41 Talbot Street
Nottingham
NG1 5GL

Date: 27/01/26

HEAR Equality and Human Rights Network

Statement of Financial Activities for the Year Ended 31 March 2025

					(As restated)
	Note	Unrestricted £	Restricted £	Total 2025 £	Total 2024 £
Income and Endowments from:					
Donations and legacies	2	14,050	-	14,050	29,093
Charitable activities	3	-	121,420	121,420	31,797
Total Income		14,050	121,420	135,470	60,890
Expenditure on:					
Charitable activities	5	-	(94,702)	(94,702)	(94,204)
Total Expenditure		-	(94,702)	(94,702)	(94,204)
Net income/(expenditure)		14,050	26,718	40,768	(33,314)
Gross transfers between funds		25,030	(25,030)	-	-
Net movement in funds		39,080	1,688	40,768	(33,314)
Reconciliation of funds					
Total funds brought forward		48,967	50,702	99,669	132,983
Total funds carried forward	16	88,047	52,390	140,437	99,669

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for the period is shown in note 16.

HEAR Equality and Human Rights Network

Statement of Financial Activities for the Year Ended 31 March 2025 (continued)

These are the figures for the previous accounting period and are included for comparative purposes (as restated)

	Note	Unrestricted £	Restricted £	Total 2024 £
Income and Endowments from:				
Donations and legacies	2	29,093	-	29,093
Charitable activities	3	-	31,797	31,797
Total Income		29,093	31,797	60,890
Expenditure on:				
Charitable activities	5	-	(94,204)	(94,204)
Total Expenditure		-	(94,204)	(94,204)
Net movement in funds		29,093	(62,407)	(33,314)
Reconciliation of funds				
Total funds brought forward		19,874	113,109	132,983
Total funds carried forward	16	48,967	50,702	99,669

HEAR Equality and Human Rights Network

(Registration number: 1168591)
Balance Sheet as at 31 March 2025

	Note	2025 £	2024 £ (As restated)
Current assets			
Debtors	13	800	2,960
Cash at bank and in hand	14	<u>140,849</u>	<u>101,650</u>
		141,649	104,610
Creditors: Amounts falling due within one year	15	<u>(1,212)</u>	<u>(4,941)</u>
Net assets		<u>140,437</u>	<u>99,669</u>
Funds of the charity:			
Restricted income funds			
Restricted funds	16	52,390	50,702
Unrestricted income funds			
Unrestricted funds		<u>88,047</u>	<u>48,967</u>
Total funds	16	<u>140,437</u>	<u>99,669</u>

The financial statements on pages 11 to 20 were approved by the trustees, and authorised for issue on ...~~27/01/26~~... and signed on their behalf by:


.....
Gary Buckley
Trustee

HEAR Equality and Human Rights Network

Notes to the Financial Statements for the Year Ended 31 March 2025

1 Accounting policies

Statement of compliance

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

HEAR Equality and Human Rights Network meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Exemption from preparing a cash flow statement

Under the exemption available to smaller charities the Board of Trustees has chosen not to include a Statement of Cash Flows within the financial statements.

Going concern

The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations and legacies are recognised on a receivable basis when receipt is probable and the amount can be reliably measured.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregates similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

HEAR Equality and Human Rights Network

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

Taxation

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

Depreciation and amortisation

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

Asset class	Depreciation method and rate
Computer equipment	25% straight line basis

Trade debtors

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

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

Cash and cash equivalents

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

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

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

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

HEAR Equality and Human Rights Network

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

2 Income from donations and legacies

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	14,050	14,050	29,093
	<u>14,050</u>	<u>14,050</u>	<u>29,093</u>

3 Income from charitable activities

	Restricted funds £	Total 2025 £	Total 2024 £
Grants	121,420	121,420	31,797
	<u>121,420</u>	<u>121,420</u>	<u>31,797</u>

4 Grants and donations

	Unrestricted funds £	Restricted funds £	Total funds £
City Bridge Foundation	2,500	99,920	102,420
Flourishing Lives	200	-	200
Community Regen - Civil Society Roots	200	-	200
Kingston Voluntary Action Superhighways Datawise London	3,200	-	3,200
Kingston Voluntary Action Superhighways Digital Foundations	5,000	-	5,000
University of Salford	2,500	-	2,500
London Funders	-	21,500	21,500
Volunteering Matters	100	-	100
London Engagement Collaborative	50	-	50
Sundry donations	300	-	300
	<u>14,050</u>	<u>121,420</u>	<u>135,470</u>

HEAR Equality and Human Rights Network

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

5 Expenditure on charitable activities

	Restricted funds £	Total 2025 £	Total 2024 £
Wages, NI & pension	76,738	76,738	33,420
Insurance	378	378	356
Postage & stationery	34	34	12
Advertising	-	-	2,610
Meetings & events	7,731	7,731	470
Rent	4,032	4,032	4,032
Subscriptions	954	954	1,488
Marketing	-	-	495
Access costs	1,291	1,291	370
Payments to partners	-	-	1,620
Management charge	-	-	22,725
Project support costs	-	-	22,725
Depreciation	-	-	222
Bank charges	77	77	90
Accountancy fees	2,769	2,769	3,569
Miscellaneous costs	698	698	-
	<u>94,702</u>	<u>94,702</u>	<u>94,204</u>

6 Net incoming/outgoing resources

Net incoming/(outgoing) resources for the year include:

	2025 £	2024 £
Depreciation of fixed assets	<u>-</u>	<u>222</u>

7 Staff costs

The aggregate payroll costs were as follows:

	2025 £	2024 £
Staff costs during the year were:		
Wages and salaries	74,001	33,420
Social security costs	1,642	-
Pension costs	1,095	-
	<u>76,738</u>	<u>33,420</u>

HEAR Equality and Human Rights Network

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

	2025 No	2024 No
Average number of employees	<u>2</u>	<u>1</u>

1 (2024 - 0) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £1,095 (2024 - £Nil).

No employee received emoluments of more than £60,000 during the year

8 Independent examiner's fees

During the period, the fees payable (excluding VAT) to the charity's independent examiner Community Accounting Plus are analysed as follows:

	2025 £	2024 £
Independent examination	1,010	-
	<u>1,010</u>	<u>-</u>

9 Related party transactions

There were no related party transactions in the year.

10 Trustees remuneration and expenses

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

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

11 Taxation

The charity is a registered charity and is therefore exempt from corporation taxation.

HEAR Equality and Human Rights Network

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

12 Tangible fixed assets

	Computer equipment £	Total £
Cost		
At 1 April 2024	1,462	1,462
Disposals	<u>(1,462)</u>	<u>(1,462)</u>
At 31 March 2025	<u>-</u>	<u>-</u>
Depreciation		
At 1 April 2024	1,462	1,462
Eliminated on disposals	<u>(1,462)</u>	<u>(1,462)</u>
At 31 March 2025	<u>-</u>	<u>-</u>
Net book value		
At 31 March 2025	<u>-</u>	<u>-</u>
At 31 March 2024	<u>-</u>	<u>-</u>

13 Debtors

	2025 £	2024 £
Trade debtors	<u>800</u>	<u>2,960</u>

14 Cash and cash equivalents

	2025 £	2024 £
Cash on hand	5	56
Cash at bank	<u>140,844</u>	<u>101,594</u>
	<u>140,849</u>	<u>101,650</u>

15 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	-	3,977
Other creditors	<u>1,212</u>	<u>964</u>
	<u>1,212</u>	<u>4,941</u>

HEAR Equality and Human Rights Network

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

16 Funds

	Balance at 1 April 2024 (as restated) £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2025 £
Unrestricted funds					
<i>General</i>					
General fund	48,967	14,050	-	25,030	88,047
Restricted funds					
Anchor	-	99,920	(52,028)	-	47,892
London Funders	5,000	21,500	(22,002)	-	4,498
Stronger Voices	20,672	-	(20,672)	-	-
Other funds	25,030	-	-	(25,030)	-
Total restricted funds	<u>50,702</u>	<u>121,420</u>	<u>(94,702)</u>	<u>(25,030)</u>	<u>52,390</u>
Total funds	<u>99,669</u>	<u>135,470</u>	<u>(94,702)</u>	<u>-</u>	<u>140,437</u>

The transfer from Other funds to General fund is due to incorrect postings/allocation in prior years. Funds should have been shown as unrestricted.

The specific purposes for which the funds are to be applied are as follows:

Anchor - City Bridge Foundation - long term funds to provide London equalities infrastructure support and systemic change.

London Funders - Equity Partner advising on the development and delivery of the Propel/funding programme.

17 Analysis of net assets between funds

	Unrestricted		2025
	General £	Restricted £	Total funds £
Current assets	89,259	52,390	141,649
Current liabilities	<u>(1,212)</u>	<u>-</u>	<u>(1,212)</u>
Total net assets	<u>88,047</u>	<u>52,390</u>	<u>140,437</u>
	Unrestricted General (as restated) £	Restricted (as restated) £	2024 Total funds £
Current assets	48,967	55,643	104,610
Current liabilities	<u>-</u>	<u>(4,941)</u>	<u>(4,941)</u>
Total net assets	<u>48,967</u>	<u>50,702</u>	<u>99,669</u>

Accounts

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024
FOR
HEAR EQUALITY AND HUMAN RIGHTS NETWORK



Price Jones Partnership Ltd
Alders Farm, Ivy Lane
Great Brickhill
MK17 9AH

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

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FOR THE YEAR ENDED 31 MARCH 2024

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HEAR EQUALITY AND HUMAN RIGHTS NETWORK

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2024**

The trustees present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of 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).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1168591

Principal address

200 Pentonville Road, London N1 9JP

Trustees

Gary Buckley, Chair
Sarah Yiannoullou, Treasurer
Maria Dolly Galvis Zapata
Hazel Blake

Independent Examiner

Price Jones Partnership Ltd
Alders Farm, Ivy Lane
Great Brickhill
MK17 9AH

Structure, Governance and Management

HEAR is a registered Charitable Incorporated Organisation with a Board of Trustees who overlook governance, compliance, policies, finances and future direction, including strategy, operations and the work team of HEAR. This includes setting, approving and reviewing budgets, accounts, cash flow and finances.

A Steering Group of HEAR members meets quarterly to discuss future areas of work, share information and strengthen the network as a whole.

HEAR CIO also has Formal Members, including but not limited to trustees, who support the governance of the CIO.

Risk Management

The trustees review HEAR's activities at quarterly trustees' meetings to identify the risks to which it is exposed, in operations, finances and the external environment.

Objects

The objects for which the CIO is established are:

1. The promotion of equality and diversity for the public benefit
2. To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) throughout the world
3. To promote the efficient and effective use of resources for charitable purposes by charitable and non-charitable bodies for the benefit of the public

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

REPORT OF THE TRUSTEES - continued **FOR THE YEAR ENDED 31 MARCH 2024**

Public Benefit

HEAR provides public benefit by promoting equality and human rights for the benefit of Londoners and by promoting the use of equality resources to charitable and non-charitable bodies that support Londoners.

HEAR's Activity and Work 2023-24

HEAR's work during 2023-2024 was related to the continued response to the cost of living crisis, strengthening members' ability to influence decision makers across London and working with funders to support increased equity in the development of funding practice.

HEAR was successful in its application to City Bridge Foundation for funding from the Anchor programme.

As part of its charitable aims and objectives HEAR was able to continue support in the following ways:

1. Connecting members with each other through email bulletins, online and in-person events, and one-to-one connections. This enabled them to support each other and serve their beneficiaries more effectively. Examples include promoting member campaigns, linking members to skills training and technical support, providing members with lived experience with opportunities to co-produce research, and to attend conferences and events important for their work.

2. Enabling member priorities, concerns, and insights to reach and influence statutory colleagues, policy and governance structures within sectors such as the Greater London Authority (GLA) and Public Health; embedding equality and intersectional approaches within these mechanisms. This includes, providing a conduit for information from statutory colleagues to reach members, for example on funding opportunities. Supporting the Mayor's Voter ID and Registration campaign in advance of the Mayoral and General Elections, pan-London work on emergency planning and community resilience; providing opportunities for the direct voice of members with lived experience and the organisations working with them to speak directly to statutory sector colleagues and decision makers, for example at the London Digital Inclusion annual conference.

3. A Collective Voice for Equality-through HEAR's membership worked with the Mayor's Equality, Diversity and Inclusion Advisory Group, London Health Equity Group (including being the voluntary sector sponsor for the Cost of Living work stream), London Office of Technology and Innovation, Office for National Statistics, Home Office, Health Equality and Community Development Network, London Anti-Racism Collaboration for Health (LARCH) Digital Exclusion Task Force, London Plan team, and with the Deputy Mayor and statutory and voluntary sector colleagues, to be a collective voice in embedding equalities in decision and policy making.

This resulted in influencing the below London wide strategies and impact:

3.1 Health Equality:

HEAR continued its membership of the London Health Equity Group, contributing significantly to the revision of its scope and terms of reference to ensure improved engagement and influence of small and grass-roots voluntary sector organisations and community groups. HEAR facilitated some of its members to join either the full Health Equity Group or get involved in the new sub-group set up to develop the new community engagement processes. HEAR worked with this group to organize and deliver major in-person event on community engagement in health system in March 2024.

HEAR was able to put forward one of its members for the opportunity to tender for the work developing LARCH (London Anti-Racism Collaboration for Health); this was successful and HEAR continued to work with colleagues through the Transition Group. HEAR also worked with colleagues from across the statutory and voluntary sectors to improve connections between work on health equity and digital developments within the health system.

3.2 Building Strong Communities:

HEAR continued to contribute the priorities of its members to the ongoing development of the Building a Fairer City strategy, including contributing to reviewing the outputs from the first year and making suggestions for the development of work in year 2, particularly on the need for more work on enabling voice and influence of small and user-led groups.

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

REPORT OF THE TRUSTEES - continued **FOR THE YEAR ENDED 31 MARCH 2024**

3.3 Equality in Planning and Development:

HEAR continued its engagement with the London Plan team at City Hall and contributed, along with a number of its members, to major consultation on equalities aspects of the future of the London Plan in June 2023. HEAR continued to work closely with Just Space, helping to develop the inclusivity focused content of their manifesto.

3.4 Digital Exclusion:

This ongoing strand of work included working closely with members to support them to advocate for improvements to digital inclusion for them and the communities they work with. This included developing additional digital exclusion campaign videos with members and distributing them widely, along with those already produced in the previous year and the members' written case studies, to statutory and private sector policy and decision makers to raise awareness. HEAR facilitated its member Centre for Armenian Information and Advice to present at the London Digital Inclusion Conference, enabling them to highlight the barriers experienced by their beneficiaries and their own work to support them.

3.5 Equalities Data:

HEAR continued to work with the Office for National Statistics, including contributing to their Population Statistics Transformation programme and facilitating HEAR member groups to get involved. HEAR members were also able to speak directly with ONS colleagues at the 2023 HEAR Annual General Meeting, at which the ONS were invited speakers.

3.6 Disabled asylum seekers:

HEAR continued to participate in work with the Home Office with the aim of improving processes and outcomes for deaf and disabled asylum seekers and those with long-term health conditions. This included working with Migrant Voice, the organization contracted by the Home Office to provide telephone support for asylum seekers, leading to improvements in referrals, signposting and training staff.

3.7 Cost of Living:

HEAR supported the production, by members of lived experience, audio on the impact of inflation and the cost of living. This is to be used by Trust for London on their work on poverty in London.

4. Partnerships and Collaboration:

HEAR continued to work closely with the following partners:

4.1 Just Space, including on inclusivity issues in their London Plan manifesto, and direct input of members' priorities into the development of the next London Plan; this included using members' evidence from the Covid 19 impact research.

4.2 London Plus, on a range of equality topics, including working one to one with several Councils for Voluntary Service (CVS) to look at equality issues. This included work on emergency planning and resilience, social prescribing, health inequalities, and jointly taking part in the NCVO members' summit on equality and inclusion.

4.3 HEAR continued its relationship with the Office for National Statistics, helping to improve a wider understanding of how census data can support equalities work in London.

4.4 HEAR worked as a partner in two projects led by Superhighways: The second phase of Data wise London, funded by City Bridge Foundation, supports the voluntary sector, particularly smaller groups, to use data better to support their work. This includes also, Digital Foundations, funded by the National Lottery Community Fund, which supports small charities with the use of technical and digital tools. This has led to HEAR members accessing free training and support through both projects.

4.5 HEAR continued to partner with the Race Equality Foundation and Flourishing lives, and others, to deliver a project to support Black and Minority Ethnic (BAME) community inclusion in the arts, to promote health and well-being. This has enabled arts institutions and health and well-being services to be more inclusive and understand the barriers faced by people from racial minorities groups, through hearing directly from those with lived experience.

4.6 HEAR continued as a partner in the Community Development in Health Community of Practice Planning Group, contributing to its continuation, and growth, through further commissioning by the GLA, and working to build an active cross-sectoral network of those working for health equality in London through community development.

4.7 HEAR maintained its Associate Membership of Equally Ours.

4.8 HEAR became a formal member of the End Violence Against Women Coalition.

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

REPORT OF THE TRUSTEES - continued **FOR THE YEAR ENDED 31 MARCH 2024**

4.9 HEAR entered into partnership with the University of Salford and the University of Greenwich to conduct a research project on digital inclusion, disability and volunteering; this included recruiting 3 HEAR members with lived experience for paid positions on the project expert advisory panel, and other HEAR members for paid involvement as research participants.

4.10 HEAR became members of the Age UK London Poverty Campaign Advisory Group.

5. Project Work:

5.1. Stronger Voices:

Through its Trust for London funding, HEAR contributed to joint community and voluntary sector work to improve asylum process outcomes for disabled asylum seekers. This resulted in the Home Office continuing to improve staff training on the referral and signposting of people in the asylum system who are disabled or have long term health problems.

The Stronger Voices project also included facilitating joint campaigning by members around digital exclusion, particularly digital poverty. Members met and shared learning and expertise through the London Digital Inclusion Network, and a major output was the continued production by members of further campaign videos highlighting different aspects of digital exclusion and digital poverty. This work was supported by Superhighways with technical expertise, and members not only produced campaign tools but learned new skills to take into their future work and gained confidence. The collection of videos is shared through the HEAR website and HEAR's YouTube channel and in other ways across the sector.

The year also saw continued work supporting members to produce audio and video on lived experience of the cost of living crisis, resulting in Trust for London (TfL) using members' contribution to add their personal input to (TfL) London Policy Profile.

The project also coordinated members' work related to the cost of living crisis more widely, including supporting the distribution of free Sims and data for those experiencing digital poverty.

5.2. Bridging Divides:

Through its City Bridge Foundation funding, HEAR continued to bridge divides between member organisations, particularly small grassroots, marginalised organisations and communities, and decision and policy makers, the results of which can be read throughout this report.

6. Policy, Campaigns and Influencing:

HEAR supported members to campaign on the following issues to ensure member priorities reached decision and policy makers across London:

1. Digital exclusion and digital poverty
2. Planning and Regeneration
3. Improvements to the asylum system
4. Health inequalities
5. Accessible information
6. Improvements to equalities data
7. Impact of inflation and the cost of living, including impact on older people
8. Human rights

HEAR facilitated voice and influence through its membership of the following:

1. The Mayor's London Recovery Task Force
2. The London Health Equity Group and Community Engagement sub-group
3. The Mayor of London's Equality, Diversity and Inclusion Advisory Group
4. The Digital Exclusion Task Force
5. The London Engagement Collaborative
6. National Asylum Stakeholder Group (Home Office), improving support for deaf and disabled asylum seekers
7. London Health Equality and Community Development Network
8. NHS Digital Forum

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

REPORT OF THE TRUSTEES - continued **FOR THE YEAR ENDED 31 MARCH 2024**

7. Information Sharing and Events organised by HEAR included:

1. Digital Inclusion London Network
2. “Grass Roots Up”; “Solidarity in Solitude”; “Spotlight on Environmental Inequality”; all as part of London Health Equality and Community Development Network
3. “Census 21 and Other Useful Datasets” online workshop with Superhighways and Office for National Statistics
4. HEAR Annual General Meeting and Members’ Event

“The AGM was fascinating and so informative. Thank you again”

“It was a very informative event, great work. It's great for me and for Skills Enterprise to know HEAR. Huge Thank you”

5. “The Power of Lived Experience through Story Telling-Black Men’s Mental Health”; “Arts, refugees and Mental Health”; all as part of Flourishing Lives project with HEAR as part of Action Group
6. Digitvol project meetings with lived experience experts
7. Bring Your Own Tech Day (with Superhighways) and Members Christmas Networking
8. Voluntary and Community Sector Engagement in Health Equity in-person workshop
9. London Health Equity Group – Focus on Cost of Living (voluntary sector sponsor and part of organising group)
10. HEAR Steering Group meetings

“Thank you again for a fantastic event on Monday. It was great to meet you and some of the HEAR members in person. I am very excited by the work going on in the network, and it was great that so many new connections were being made”

“I would not have missed this, networking is like speed dating, you don’t know what is going to happen but it could change your life”

8. Consultations and Sector Development:

HEAR, took part in the following consultative activities:

8.1 HEAR continued to work with London Funders and other Equity Partners to support the ongoing development and delivery of the Propel funding programme, including providing training for assessors

“Excellent session! That was really thoughtful and challenging – I learned a lot, and it was clearly appreciated by the assessment team”

8.2 HEAR worked with City Bridge Foundation and other Equity Partners to support the development of their funding strategy and to input into the End to End Review

8.3 HEAR continued to contribute to consultative work on the development of the Building a Fairer City Action Plan

8.4 HEAR contributed members views to Office for National Statistics consultation on the future of population and migration statistics

8.5 HEAR continued to contribute to the development of the LARCH (London Anti-Racist Collaboration for Health)

8.6 HEAR contributed to the refresh and re-launch of the London Health Equity Group

8.7 HEAR contributed to the Trust for London review of their funding strategy

8.8 HEAR with other Equity Partners supported London Funders in the development of the new Collaboration Circle collaborative funding vehicle.

8.9 HEAR with other Equity Partners supported London Funders research on equity focused voluntary sector infrastructure

8.10 HEAR took part in supporting GLA funded Civil Society Roots grantees

“We just wanted to thank you so much for attending the CSR3 Pan London Event yesterday. We have had really positive feedback from grantees about the session and engaging with HEAR”

8.11 HEAR took part in GLA consultation on equalities aspects of emergency planning and community resilience

9. Publications:

HEAR published two further digital exclusion campaign videos produced by its members People First and Shining Stars, and Inflation and Cost of Living research audio produced by its member Centre for Armenian Information and Advice

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

REPORT OF THE TRUSTEES - continued **FOR THE YEAR ENDED 31 MARCH 2024**

10. Research:

10.1. HEAR in partnership with the University of Salford and the University of Greenwich commenced the Digitvol research project on digital inclusion, disability and volunteering, which is due to be complete by September 2024

10.2. HEAR members collected qualitative data and insights from lived experience to produce the digital exclusion campaign videos, and commenced work collecting lived experience around the impact of the cost of living crisis and inflation

10.3 HEAR continued to use data collected by its members for the Covid 19 research project in voice and influencing work and campaigning

Thank you:

The above work would not be possible without the support of our funders. Thank you to City Bridge Foundation, Trust for London, National Lottery Community Fund, London Funders, Digital Futures at Work Research Centre

Future Plans:

HEAR will continue to consult, collaborate, coproduce and work with its members, partners, funders, steering group, trustees, staff and volunteers to address forthcoming priorities, particularly in relation to the continuing cost of living crisis, impact of technology and digital exclusion on marginalised communities, continuing health inequalities, the negative environment for equality and human rights, tensions around immigration and asylum and the crisis in housing.

It will continue to play an active role in enabling members to campaign and influence decision makers in statutory services, business, academic institutions, policy bodies, regional and national government, including promoting understanding of intersectionality and the important role of 'led by and for' organisations and individuals with lived experience of marginalisation and discrimination.

It will use its intelligence and evidence gathering from members, and priorities emerging from the external environment, together with learning from past work, to inform development of new projects.

It will review HEAR's own internal systems to increase efficiency and productivity

HEAR will continue its good work with members, some examples of feedback below and above:

"Thank you for your continuous support and kindness!

It is always a great pleasure for us to work with the HEAR team and we look forward to continuing our collaboration in 2024!"

Members and affiliates:

At the end of the year, March 2024, HEAR had approximately 1200 network members, with 35 new members joining through the course of the year. It had 20 Full Members of the Charity, supporting the governance of the CIO.

HEAR's news bulletin was going out to approximately 1200 email addresses twice monthly

HEAR's programme planning, and current and future work is supported by a steering group. At the end of the year, March 2024, this consisted of 9 member organisations and one individual expert by experience, and included the following:

1. Age UK London
2. Bexley Accessible Transport
3. British Institute of Human Rights (BIHR)
4. Deaf Plus
5. Faiths Forum for London
6. Inclusion London
7. Micro Rainbow
8. Race on the Agenda (ROTA)
9. Refugees in Effective and Active Partnership (REAP)

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

REPORT OF THE TRUSTEES - continued **FOR THE YEAR ENDED 31 MARCH 2024**

Financial Review

During 2023-24 HEAR continued to receive income from a combination of grants and diversified its income through co designing, facilitating, guiding, training, programmes, projects and research.

HEAR will continue to work on future funds and income diversification.

Reserves Policy

HEAR seeks to maintain free reserves equivalent to three months' core expenditure, in line with good practice. Free reserves are considered to be unrestricted funds that are not tied up in fixed assets.

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards.

Charity law requires trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including income and expenditure, of the charitable organisation for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and accounting estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charitable organisation will continue in operation.

The trustees are responsible for safeguarding the assets of the charitable company and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable organisation's website. Legislation in the United Kingdom governing preparation and dissemination of financial statements may differ from legislations in other jurisdictions.

Approved by order of the board of trustees on 17/12/2024..... and signed on its behalf by:



.....
Gary Buckley, Chair

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
HEAR EQUALITY AND HUMAN RIGHTS NETWORK

Independent examiner's report to the trustees of HEAR Equality and HUMAN Rights Network

I report to the charity trustees on my examination of the accounts of HEAR Equality and HUMAN Rights Network (the Trust) for the year ended 31 March 2024.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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



Sophie Jones F. C. C. A.

Price Jones Partnership Ltd
Alders Farm, Ivy Lane
Great Brickhill
MK17 9AH

Date: 17/12/2024

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted fund £	Restricted fund £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		28,893	31,797	60,690	138,027
Other trading activities	2	<u>200</u>	<u>-</u>	<u>200</u>	<u>12,817</u>
Total		<u>29,093</u>	<u>31,797</u>	<u>60,890</u>	<u>150,844</u>
 EXPENDITURE ON					
Charitable activities					
Retricted		-	50,383	50,383	84,546
Unrestricted		<u>43,821</u>	<u>-</u>	<u>43,821</u>	<u>13,635</u>
Total		<u>43,821</u>	<u>50,383</u>	<u>94,204</u>	<u>98,181</u>
 NET INCOME/(EXPENDITURE)		(14,728)	(18,586)	(33,314)	52,663
 RECONCILIATION OF FUNDS					
Total funds brought forward		<u>19,874</u>	<u>113,109</u>	<u>132,983</u>	<u>80,320</u>
 TOTAL FUNDS CARRIED FORWARD		<u><u>5,146</u></u>	<u><u>94,523</u></u>	<u><u>99,669</u></u>	<u><u>132,983</u></u>

The notes form part of these financial statements

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

BALANCE SHEET
31 MARCH 2024

	Notes	Unrestricted fund £	Restricted fund £	2024 Total funds £	2023 Total funds £
FIXED ASSETS					
Tangible assets	6	-	-	-	222
CURRENT ASSETS					
Debtors	7	-	2,960	2,960	5,000
Cash at bank		<u>5,146</u>	<u>96,504</u>	<u>101,650</u>	<u>135,658</u>
		5,146	99,464	104,610	140,658
CREDITORS					
Amounts falling due within one year	8	-	(4,941)	(4,941)	(7,897)
		<u>5,146</u>	<u>94,523</u>	<u>99,669</u>	<u>132,761</u>
NET CURRENT ASSETS					
		<u>5,146</u>	<u>94,523</u>	<u>99,669</u>	<u>132,761</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>5,146</u>	<u>94,523</u>	<u>99,669</u>	<u>132,983</u>
NET ASSETS					
		<u><u>5,146</u></u>	<u><u>94,523</u></u>	<u><u>99,669</u></u>	<u><u>132,983</u></u>
FUNDS	9				
Unrestricted funds				5,146	19,874
Restricted funds				<u>94,523</u>	<u>113,109</u>
TOTAL FUNDS				<u><u>99,669</u></u>	<u><u>132,983</u></u>

The financial statements were approved by the Board of Trustees and authorised for issue on 17/12/2024 and were signed on its behalf by:



.....
Gary Buckley, Chair

The notes form part of these financial statements

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

NOTES TO THE FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31 MARCH 2024**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, 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 Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - 25% on cost

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. OTHER TRADING ACTIVITIES

	2024	2023
	£	£
Other income	<u>200</u>	<u>12,817</u>

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

4. STAFF COSTS

The average monthly number of employees during the year was as follows:

	2024	2023
Administration	<u>1</u>	<u>1</u>

No employees received emoluments in excess of £60,000.

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	9,060	128,967	138,027
Other trading activities	<u>9,191</u>	<u>3,626</u>	<u>12,817</u>
Total	<u>18,251</u>	<u>132,593</u>	<u>150,844</u>
 EXPENDITURE ON			
Charitable activities			
Retricted	-	84,546	84,546
Unrestricted	<u>13,635</u>	<u>-</u>	<u>13,635</u>
Total	<u>13,635</u>	<u>84,546</u>	<u>98,181</u>
 NET INCOME	 4,616	 48,047	 52,663
 RECONCILIATION OF FUNDS			
Total funds brought forward	<u>15,258</u>	<u>65,062</u>	<u>80,320</u>
 TOTAL FUNDS CARRIED FORWARD	 <u>19,874</u>	 <u>113,109</u>	 <u>132,983</u>

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

6. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 April 2023 and 31 March 2024	<u>1,462</u>
DEPRECIATION	
At 1 April 2023	1,240
Charge for year	<u>222</u>
At 31 March 2024	<u>1,462</u>
NET BOOK VALUE	
At 31 March 2024	<u>-</u>
At 31 March 2023	<u>222</u>

7. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade debtors	<u>2,960</u>	<u>5,000</u>

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	3,977	1,501
Other creditors	<u>964</u>	<u>6,396</u>
	<u>4,941</u>	<u>7,897</u>

9. MOVEMENT IN FUNDS

	At 1.4.23	Net movement in funds	At 31.3.24
	£	£	£
Unrestricted funds			
General fund	19,874	(14,728)	5,146
Restricted funds			
Restricted	113,109	(18,586)	94,523
	<u>132,983</u>	<u>(33,314)</u>	<u>99,669</u>

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

9. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	29,093	(43,821)	(14,728)
Restricted funds			
Restricted	31,797	(50,383)	(18,586)
TOTAL FUNDS	<u>60,890</u>	<u>(94,204)</u>	<u>(33,314)</u>

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	15,258	4,616	19,874
Restricted funds			
Restricted	65,062	48,047	113,109
TOTAL FUNDS	<u>80,320</u>	<u>52,663</u>	<u>132,983</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	18,251	(13,635)	4,616
Restricted funds			
Restricted	132,593	(84,546)	48,047
TOTAL FUNDS	<u>150,844</u>	<u>(98,181)</u>	<u>52,663</u>

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

9. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.22 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	15,258	(10,112)	5,146
Restricted funds			
Restricted	65,062	29,461	94,523
TOTAL FUNDS	<u>80,320</u>	<u>19,349</u>	<u>99,669</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	47,344	(57,456)	(10,112)
Restricted funds			
Restricted	164,390	(134,929)	29,461
TOTAL FUNDS	<u>211,734</u>	<u>(192,385)</u>	<u>19,349</u>

10. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2024.

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2024

	2024 £	2023 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Grants	60,690	138,027
Other trading activities		
Other income	<u>200</u>	<u>12,817</u>
Total incoming resources	60,890	150,844
EXPENDITURE		
Charitable activities		
Wages	33,420	32,320
Social security	-	4,541
Insurance	356	-
Telephone	-	20
Postage and stationery	12	3
Advertising	2,610	293
Sundries	-	1,120
Events	470	524
Rent	4,032	4,032
Subscriptions	1,488	50
Marketing	495	562
Training	-	172
Access costs	370	862
Consumable equipment	-	706
Payments to partners	1,620	1,620
Management charge	22,725	28,931
Recruitment	-	396
Project support costs	22,725	15,659
Computer equipment	<u>222</u>	<u>297</u>
	90,545	92,108
Support costs		
Finance		
Bank charges	90	91
Governance costs		
Accountancy fees	<u>3,569</u>	<u>5,982</u>
Total resources expended	<u>94,204</u>	<u>98,181</u>
Net (expenditure)/income	<u><u>(33,314)</u></u>	<u><u>52,663</u></u>

This page does not form part of the statutory financial statements

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

England & Wales - Charity number 1168591

Accounts

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023
FOR
HEAR EQUALITY AND HUMAN RIGHTS NETWORK



Robert A. Price F. C. C. A.
39 Etchingham Park Road
Finchley
London
N3 2DU

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

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FOR THE YEAR ENDED 31 MARCH 2023

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HEAR EQUALITY AND HUMAN RIGHTS NETWORK

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2023**

The trustees present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of 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).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1168591

Principal address

200a Pentonville Road, London N1 9JP

Trustees

Gary Buckley, Chair

Sarah Yiannoullou, Treasurer

Aya Bdaiwi (resigned 1st July 2022)

Koldo Casla (resigned 1st July 2022)

Maria Dolly Galvis Zapata (appointed 1st April 2022)

Hazel Blake (appointed 26th October 2022)

Independent Examiner

Robert A. Price F. C. C. A.

39 Etchingham Park Road

Finchley, London N3 2DU

Trustees' Report

The trustees are pleased to present their report and the financial statements of HEAR Equality and Human Rights Network (HEAR) for the year ended 31st March 2023.

Structure, Governance and Management

HEAR is a registered Charitable Incorporated Organisation with a Board of Trustees who overlook governance, compliance, policies, finances and future direction, including strategy, operations and the work team of HEAR. This includes setting, approving and reviewing budgets, accounts, cash flow and finances.

A Steering Group of HEAR members meets quarterly to discuss future areas of work, share information and strengthen the network as a whole.

HEAR CIO also has Formal Members, including but not limited to trustees, who support the governance of the CIO.

Risk Management

The trustees review HEAR's activities at quarterly trustees' meetings to identify the risks to which it is exposed, in operations, finances and the external environment.

Objects

The objects for which the CIO is established are:

1. The promotion of equality and diversity for the public benefit
2. To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) throughout the world
3. To promote the efficient and effective use of resources for charitable purposes by charitable and non-charitable bodies for the benefit of the public

Public Benefit

HEAR provides public benefit by promoting equality and human rights for the benefit of Londoners and by promoting the use of equality resources to charitable and non-charitable bodies that support Londoners.

HEAR's Activity and Work 2022-23

HEAR's work during 2022-2023 was related to engaging in cross-sectoral structures created to strengthen London's recovery from the Covid 19 emergency, and respond to the cost of living crisis.

As part of its charitable aims and objectives HEAR was able to continue support in the following ways:

1. **Connecting members** with each other, through email bulletins, online events, and one-to-one connections. This enabled them to support each other and serve their beneficiaries more effectively. Examples include promoting member campaigns, enabling members to join other networks important for their work, providing evidence of lived experience to build solidarity, and facilitating members to take advantage of free training and support, for example to build a new website for their group. Examples of members campaigns include publicising the Mind petition on the cost of living crisis and mental health, the Disability Poverty Campaign Group (includes Inclusion London and Disability Rights UK) and the British Institute of Human Rights 'Protect Our Human Rights' campaign, the Roma Support Group campaign to support Roma Ukrainians, the Faiths Forum for London campaign to raise awareness of organ donation amongst different faith communities. Examples of promoting members work include, National Hate Crime Awareness Week (17-24-30) and London Challenge Poverty Week (4 in 10)
2. **Enabling member priorities**, concerns, and insights to reach and influence statutory colleagues and policy and governance structures within sectors such as the Greater London Authority (GLA) and Public Health; embedding equality and intersectional approaches within these mechanisms; providing a conduit for information from statutory colleagues to reach HEAR members, including on funding and important public health and other information and messages. Examples of these include: For voter registration campaign information to be available in diverse community languages and BSL. Linking different initiatives across the system that resulted in one of HEAR's members being commissioned to lead on developing anti-racist practice in the health sector.
3. **A Collective Voice for Equality**-with HEAR's membership worked with the Mayor's Equality, Diversity and Inclusion Advisory Group, the London Health Equity Group, London Recovery Task Force, Digital Exclusion Task Force, Engagement Collaborative, London Office of Technology and Innovation, London Assembly, Office for National Statistics, Home Office, with the Deputy Mayor, statutory and voluntary sector colleagues, to be a collective voice in embedding equalities in decision and policy making.

This resulted in influencing the below London wide strategies and impact:

3.1 Health Equality:

HEAR members contributing to the Mayor's Health Inequality Strategy development and implementation, particularly on the relationship between the cost of living crisis and health inequalities, and the impact of digital exclusion on access to health services. This included participation by HEAR, and members, in the Health Inequality Strategy Cost Of Living workshop. HEAR also organised an event where members, particularly grass roots groups and people with lived experience, were able to meet directly with members of the GLA health team to voice concerns and priorities around health inequality. HEAR, and members, also contributed to London Health Assembly work on access to health care for trans and gender diverse Londoners. HEAR has worked with decision and policy makers to identify and tackle structural racism within the health system, including active involvement in the development of the Anti Racism Hub.

3.2 Building Strong Communities:

HEAR, and members, contributed to the development of the Building a Fairer City Action Plan, particularly around digital inclusion, trust, engagement and participation.

3.3: Equality in Planning and Development:

HEAR and members gave evidence to the London Assembly Planning and Regeneration Committee Equalities Inquiry.

"Many thanks for attending the meeting of the London Assembly's Planning and Regeneration Committee on 7 September 2022 to discuss what London needs from the upcoming review of the London Plan and from the wider planning system. The Committee found your contributions really insightful, and we were grateful for your time and expertise." Chair of London Assembly Planning and Regeneration Committee

3.4 Digital Poverty:

HEAR continued to campaign with Age UK London, and other members, around digital poverty and exclusion. This helped to shape the Get Online London programme with the London Office of Technology and Innovation and the Good Things Foundation. The campaign on digital poverty resulted in widening access to social tariffs for broadband and phone.

3.5 Equalities Data:

HEAR, and members, contributed to the review of the Office for National Statistics ethnicity data to help ensure that the categories reflect good practice and equalities principles and to meet the needs of the voluntary sector, and the communities they support.

3.6 Disabled asylum seekers:

HEAR continued, with other voluntary sector colleagues, to advocate for improvements in the support received by disabled asylum seekers and those with long term health conditions. Success has included improvements in training for advisers and caseworkers at Migrant Help, and improvements to systems for signposting and referrals.

4. Partnerships and Collaboration

HEAR continued to work closely with the following partners:

4.1 Just Space, on the Community Led Recovery Plan advocating for members' needs related to digital poverty and inclusion. In the plan evidence was drawn from the results of the Covid 19 member research project, which highlighted the importance of social infrastructure, such as libraries and community centres, as access points for digital inclusion particularly during the pandemic. Evidence was then taken to the London Assembly and to the London Health Equity Group.

4.2 London Plus, on a range of equality topics, including working one to one with several Councils for Voluntary Service (CVS) to look at equality issues. This included equalities partnership work in the London Borough of Greenwich and supporting inclusive volunteering in Westminster.

4.3 the Office for National Statistics, helping to improve a wider understanding of how census data can support equalities work in London

4.4 Led by Superhighways, HEAR worked on two projects: The second phase of Datawise London, funded by City Bridge Foundation, supports the voluntary sector, particularly smaller groups, to use data better to support their work, and Digital Foundations, funded by the National Lottery Community Fund, which supports small charities with the use of technical and digital tools. This has led to HEAR members accessing free training and support through both projects.

4.5 the Race Equality Foundation and Flourishing lives, and others, to deliver a project to support Black and Minority Ethnic (BAME) community inclusion in the arts, to promote health and well-being. This has enabled arts institutions and health and well-being services to be more inclusive and understand the barriers faced by people from racially minoritised groups, through hearing directly from those with lived experience.

4.6 the Community Development in Health Community of Practice Planning Group, HEAR contributing to its continuation, and growth, through further commissioning by the GLA, and working to build an active cross-sectoral network of those working for health equality in London through community development.

4.7 HEAR maintained its Associate Membership of Equally Ours.

5. Project Work:

5.1 Stronger Voices:

Funded by Trust for London, HEAR continued to contribute to joint community and voluntary sector work to improve asylum process outcomes for disabled asylum seekers. This resulted in the Home Office continuing to improve staff training on the referral and signposting of people in the asylum system that are disabled or have long term health problems.

The Stronger Voices project included facilitating joint campaigning by members around digital exclusion, particularly on digital poverty. Members met and shared learning and expertise through the London Digital Inclusion Network. A significant output of this was the production, by members, of a series of campaign videos highlighting the diversity of digital exclusion and digital poverty. The project was supported, with technical expertise, by Superhighways. HEAR members gained increased confidence through producing campaign tools and learning new skills which they could then use in other areas of their lives including work. The collection of videos are shared through the HEAR website, HEAR's YouTube channel and the wider network.

This year also supported work to enable members to produce audio and video, on lived experience of the cost of living crisis.

"I'd like to take a moment to thank you for inviting our group to the video project, believing in our ability to deliver an output and supporting me all along in the communication and collaboration. Tears of joy followed the completion of the task! Who would have believed that from us two years ago!" (Video project participant)

The project coordinated members work related to the cost of living crisis, including the distribution of free sims and data and information leaflets for support and help.

5.2 Bridging Divides:

Funded by City Bridge Trust, HEAR continued to bridge divides between member organisations, particularly small grassroots, marginalised organisations and communities and decision and policy makers, the results of which can be read throughout this report.

"It was great to read more about the different networking and influencing opportunities the organisation has been part of over the last year. It's particularly good to learn more about how smaller equality focussed organisations and people with lived experience have been able to meet with key decision-makers/stakeholders to discuss some of the issues they are working on." City Bridge Foundation Grants Manager February 2023

6. Policy, Campaigns and Influencing.

HEAR supported members to campaign on the following issues to ensure member priorities reached decision and policy makers across London:

1. Digital exclusion and digital poverty
2. Planning and Regeneration
3. Improvements to the asylum system
4. Health inequalities
5. Accessible information
6. Improvements to equalities data

HEAR facilitated voice and influence through its membership of the following:

1. The Mayor's London Recovery Task Force
1. The London Health Equity Group
2. The Mayor of London's Equality, Diversity and Inclusion Advisory Group
3. The Digital Exclusion Task Force
4. The London Engagement Collaborative
5. National Asylum Stakeholder Group (Home Office) improving support for deaf and disabled asylum seekers
6. *London Health Equality and Community Development Network*

7. Information Sharing and Events organised by HEAR included:

1. Digital Inclusion London Network
2. Equalities Round Table to support equalities work in Barnet, in conjunction with Inclusion Barnet and London Plus
3. Launch event for research report on inclusive volunteering funded by Spirit of 2012, in conjunction with Kim Donahue and research partners
4. The Impact of the Cost Of Living Crisis on Voluntary Organisations, in conjunction with HEAR AGM
5. Bridging Divides for Health Equality
6. Greenwich Equalities Review Workshops (2 events), to support equalities work in Greenwich, for Metro GAV, in partnership with London Plus
7. Presentation and workshop on inclusive volunteering with Kim Donahue at Royal Holloway, University of London, Inclusive Volunteering Conference
8. Exploring Ethnicity Questions-How We Collect and Use Data workshop, in partnership with Office for National Statistics, London Plus and Race on the Agenda
9. Facilitation of break out discussion on digital exclusion and the cost of living at GLA Health Equality and Cost of Living Conference
10. Workshop on inclusive volunteering for VCS organisations in Westminster, with One Westminster
11. Facilitating discussion on intersectionality and the cost of living crisis for CVS Directors Network
12. The Cost for Communities Conference, as part of the Health Equality and Community Development Network,

13. organised as part of the Network Planning Group
14. HEAR Steering Group meetings

8. Consultations and Sector Development

HEAR took part in the following consultative activities:

- 8.1 HEAR worked with London Funders and other Equity Partners to support the development of the Propel funding programme, including providing training for assessors
- 8.2 HEAR worked with City Bridge Trust and other equalities organisations to support the development of the Anchor funding programme
- 8.3 HEAR contributed to consultative work on the development of the Building a Fairer City Action Plan
- 8.4 HEAR and members contributed to consultation on health care for trans and gender diverse Londoners
- 8.5 HEAR contributed to the development of the Anti-Racism Hub
- 8.6 HEAR contributed to the refresh and re-launch of the London Health Equity Group
- 8.7 HEAR and members contributed to the ONS consultations on ethnicity data and population statistics

9. Publications:

- 9.1 The final report of the Inclusive Volunteering research project that HEAR worked on with partners was published by the funder, Spirit of 2012 Trust
- 9.2 HEAR published a collection of 4 digital exclusion campaign videos produced by its members

10. Research:

- 10.1 HEAR continued to work on the Inclusive Volunteering partnership research project funded by Spirit of 2012 Trust including the final launch event and dissemination at various conferences and events
- 10.2 HEAR members collected qualitative data and insights from lived experience to produce the digital exclusion campaign videos, and commenced work collecting lived experience around the impact of the cost of living crisis and inflation
- 10.3 HEAR continued to use data collected by its members for the Covid 19 research project to voice, influence work and campaigning.

Thank you:

The above work would not be possible without the support of HEAR's funders, partners and members. Thank you to City Bridge Foundation, Trust for London, National Lottery Community Fund, London Funders, Spirit of 2012 Trust

Thank you to HEAR members and partners.

Future Plans:

HEAR will continue to consult, collaborate, coproduce and work with its members, partners, funders, steering group, trustees, staff and volunteers to address forthcoming priorities, particularly in relation to the continuing cost of living crisis, impact of technology, including AI, and digital exclusion on marginalised communities, and the negative environment for equality and human rights.

It will continue to play an active role in enabling members to campaign and influence decision makers in statutory services, business, academic institutions, policy bodies, regional and national government, including promoting understanding of intersectionality.

It will use its intelligence and evidence gathering from members, and priorities emerging from the external environment, together with learning from past work, to inform development of new projects.

It will review HEAR's own internal systems to increase efficiency and productivity

HEAR will continue its good work with members:

"I wanted to thank you for everything that you and the members of the HEAR network are doing to tackle discrimination and help create a healthier and fairer London for all of us. I have been inspired by the work you are doing to amplify the voices of Londoners who have personally experienced discrimination and inequality. I understand that through your work we have seen time and again the incredible value of listening to and learning from communities, as well as making meaningful connections with them." Mayor of London 2023

Members and affiliates:

At the end of year, March 2023, HEAR had approximately 1200 network members, with 35 new members joining through the course of the year. It had 20 Full Members of the Charity

HEAR's news bulletin was going out to approximately 1200 email addresses twice monthly

HEAR's programme planning, and current and future work is supported by a steering group. At the end of the year, March 2023, this consisted of 9 member organisations and one individual expert by experience, and included the following:

1. Age UK London
2. Bexley Accessible Transport
3. British Institute of Human Rights (BIHR)
4. Deaf Plus
5. Faiths Forum for London
6. Inclusion London
7. Micro Rainbow
8. Race on the Agenda (ROTA)
9. Refugees in Effective and Active Partnership (REAP)

Financial Review

During 2022-23 HEAR continued to receive income from a combination of grants and diversified its income through co designing, facilitating, guiding, training, programmes, projects and research.

HEAR will continue to work on future funds and income diversification.

Reserves Policy

HEAR seeks to maintain free reserves equivalent to three months' core expenditure, in line with good practice. Free reserves are considered to be unrestricted funds that are not tied up in fixed assets.

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards.

Charity law requires trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including income and expenditure, of the charitable organisation for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and accounting estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charitable organisation will continue in operation.

The trustees are responsible for safeguarding the assets of the charitable company and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable organisation's website. Legislation in the United Kingdom governing preparation and dissemination of financial statements may differ from legislations in other jurisdictions.

Approved by order of the board of trustees on 18/12/2023 and signed on its behalf by:



.....
Gary Buckley, Chair

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
HEAR EQUALITY AND HUMAN RIGHTS NETWORK

Independent examiner's report to the trustees of HEAR Equality and HUMAN Rights Network

I report to the charity trustees on my examination of the accounts of HEAR Equality and HUMAN Rights Network (the Trust) for the year ended 31 March 2023.

Responsibilities and basis of report

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

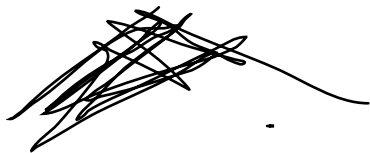
I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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



Robert A Price F. C. C. A.

Robert A. Price F. C. C. A.
39 Etchingham Park Road
Finchley
London
N3 2DU

Date: 19/12/2023

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

STATEMENT OF FINANCIAL ACTIVITIES **FOR THE YEAR ENDED 31 MARCH 2023**

	Notes	Unrestricted fund £	Restricted fund £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		9,060	128,967	138,027	70,017
Other trading activities	2	<u>9,191</u>	<u>3,626</u>	<u>12,817</u>	<u>4,200</u>
Total		<u>18,251</u>	<u>132,593</u>	<u>150,844</u>	<u>74,217</u>
EXPENDITURE ON					
Charitable activities					
Retricted		-	84,546	84,546	107,602
Unrestricted		<u>13,635</u>	<u>-</u>	<u>13,635</u>	<u>17,197</u>
Total		<u>13,635</u>	<u>84,546</u>	<u>98,181</u>	<u>124,799</u>
NET INCOME/(EXPENDITURE)		4,616	48,047	52,663	(50,582)
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>15,258</u>	<u>65,062</u>	<u>80,320</u>	<u>130,902</u>
TOTAL FUNDS CARRIED FORWARD		<u>19,874</u>	<u>113,109</u>	<u>132,983</u>	<u>80,320</u>

The notes form part of these financial statements

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

BALANCE SHEET
31 MARCH 2023

	Notes	Unrestricted fund £	Restricted fund £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Tangible assets	6	-	222	222	519
CURRENT ASSETS					
Debtors	7	-	5,000	5,000	500
Cash at bank		<u>19,874</u>	<u>115,784</u>	<u>135,658</u>	<u>83,980</u>
		19,874	120,784	140,658	84,480
CREDITORS					
Amounts falling due within one year	8	-	(7,897)	(7,897)	(4,679)
		<u>19,874</u>	<u>112,887</u>	<u>132,761</u>	<u>79,801</u>
NET CURRENT ASSETS					
		<u>19,874</u>	<u>112,887</u>	<u>132,761</u>	<u>79,801</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>19,874</u>	<u>113,109</u>	<u>132,983</u>	<u>80,320</u>
NET ASSETS					
		<u>19,874</u>	<u>113,109</u>	<u>132,983</u>	<u>80,320</u>
FUNDS	9				
Unrestricted funds				19,874	15,258
Restricted funds				<u>113,109</u>	<u>65,062</u>
TOTAL FUNDS				<u>132,983</u>	<u>80,320</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 18/12/2023
and were signed on its behalf by:



.....
Gary Buckley, Chair

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

NOTES TO THE FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31 MARCH 2023**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, 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 Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - 25% on cost

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

2. OTHER TRADING ACTIVITIES

	2023	2022
	£	£
Other income	<u>12,817</u>	<u>4,200</u>

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

Trustees' expenses

	2023	2022
	£	£
Trustees' expenses	<u>-</u>	<u>884</u>

4. STAFF COSTS

The average monthly number of employees during the year was as follows:

	2023	2022
Administration	<u>-</u>	<u>2</u>

No employees received emoluments in excess of £60,000.

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	2,083	67,934	70,017
Other trading activities	<u>-</u>	<u>4,200</u>	<u>4,200</u>
Total	<u>2,083</u>	<u>72,134</u>	<u>74,217</u>
EXPENDITURE ON			
Charitable activities			
Retricted	-	107,602	107,602
Unrestricted	<u>17,197</u>	<u>-</u>	<u>17,197</u>
Total	<u>17,197</u>	<u>107,602</u>	<u>124,799</u>
NET INCOME/(EXPENDITURE)	(15,114)	(35,468)	(50,582)
RECONCILIATION OF FUNDS			
Total funds brought forward	30,372	100,530	130,902

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £	Restricted fund £	Total funds £
TOTAL FUNDS CARRIED FORWARD	<u>15,258</u>	<u>65,062</u>	<u>80,320</u>

6. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 April 2022 and 31 March 2023	<u>1,462</u>
DEPRECIATION	
At 1 April 2022	943
Charge for year	<u>297</u>
At 31 March 2023	<u>1,240</u>
NET BOOK VALUE	
At 31 March 2023	<u>222</u>
At 31 March 2022	<u>519</u>

7. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade debtors	<u>5,000</u>	<u>500</u>

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade creditors	1,501	3,663
Other creditors	<u>6,396</u>	<u>1,016</u>
	<u>7,897</u>	<u>4,679</u>

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

9. MOVEMENT IN FUNDS

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	15,258	4,616	19,874
Restricted funds			
Restricted	65,062	48,047	113,109
TOTAL FUNDS	<u>80,320</u>	<u>52,663</u>	<u>132,983</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	18,251	(13,635)	4,616
Restricted funds			
Restricted	132,593	(84,546)	48,047
TOTAL FUNDS	<u>150,844</u>	<u>(98,181)</u>	<u>52,663</u>

Comparatives for movement in funds

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	30,372	(15,114)	15,258
Restricted funds			
Restricted	100,530	(35,468)	65,062
TOTAL FUNDS	<u>130,902</u>	<u>(50,582)</u>	<u>80,320</u>

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

9. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	2,083	(17,197)	(15,114)
Restricted funds			
Restricted	72,134	(107,602)	(35,468)
TOTAL FUNDS	<u>74,217</u>	<u>(124,799)</u>	<u>(50,582)</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.21 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	30,372	(10,498)	19,874
Restricted funds			
Restricted	100,530	12,579	113,109
TOTAL FUNDS	<u>130,902</u>	<u>2,081</u>	<u>132,983</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	20,334	(30,832)	(10,498)
Restricted funds			
Restricted	204,727	(192,148)	12,579
TOTAL FUNDS	<u>225,061</u>	<u>(222,980)</u>	<u>2,081</u>

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

10. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2023.

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023

	2023 £	2022 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Grants	138,027	70,017
Other trading activities		
Other income	<u>12,817</u>	<u>4,200</u>
Total incoming resources	150,844	74,217
EXPENDITURE		
Charitable activities		
AGM	-	884
Wages	32,320	45,936
Social security	4,541	1,331
Pensions	-	402
Insurance	-	649
Telephone	20	106
Postage and stationery	3	70
Website	293	211
Sundries	1,120	70
Events	524	525
Rent	4,032	3,024
Travel	-	225
Subscriptions	50	336
Member participation costs	562	2,803
Training	172	100
Access costs	862	1,517
Consumable equipment	706	570
Payments to partners	1,620	4,740
Management costs	28,931	16,528
Project support costs	15,659	23,463
Case study fees	-	10,774
Recruitment	396	-
Computer equipment	<u>297</u>	<u>365</u>
	92,108	114,629
Support costs		
Finance		
Bank charges	91	106
Governance costs		
Accountancy fees	3,074	4,225
HR	2,908	5,839

This page does not form part of the statutory financial statements

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023

	2023 <u>£</u>	2022 <u>£</u>
Total resources expended	<u>98,181</u>	<u>124,799</u>
Net income/(expenditure)	<u><u>52,663</u></u>	<u><u>(50,582)</u></u>

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

England & Wales - Charity number 1168591

Accounts

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022
FOR
HEAR EQUALITY AND HUMAN RIGHTS NETWORK



Robert A. Price F. C. C. A.
39 Etchingham Park Road
Finchley
London
N3 2DU

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

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FOR THE YEAR ENDED 31 MARCH 2022

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HEAR EQUALITY AND HUMAN RIGHTS NETWORK

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2022**

Legal and Administrative Information

Name of charity

HEAR Equality and Human Rights Network (HEAR)

Charitable Incorporated Organisation number

1168591

Principal and registered office

200a Pentonville Road, London N1 9JP

Trustees

Gary Buckley, Chair from November 2021

Andy Gregg (resigned June 2021)

Aya Bdaiwi

Koldo Casla

Moud Goba (resigned January 2022)

Sarah Yiannoullou, Treasurer

Banker

Unity Trust Bank,

Nine Brindley Place, Birmingham B1 2HB

Independent examiner

Robert A. Price F. C. C. A.

39 Etchingham Park Road, Finchley, London N3 2DU

Report of the Trustees

The trustees present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of 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).

Structure, Governance and Management

HEAR is a registered Charitable Incorporated Organisation with a Board of Trustees that is responsible for deciding strategy, setting policies, appointing staff, setting, approving and reviewing the annual budget and accounts and overseeing fundraising.

A Steering Group of HEAR members meets quarterly to discuss future areas of work, share information and strengthen the network as a whole.

HEAR CIO also has Formal Members, including but not limited to trustees, who support the governance of the CIO.

Risk management

The trustees review HEAR's activities at quarterly trustees' meetings to identify the risks to which it is exposed, in operations, finances and the external environment.

Objects

The objects for which the CIO is established are:

- The promotion of equality and diversity for the public benefit.
- To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) throughout the world.
- To promote the efficient and effective use of resources for charitable purposes by charitable and non-charitable bodies for the benefit of the public.

Public Benefit

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. HEAR provides public benefit by promoting equality and human rights for the benefit of Londoners and by promoting the use of equality resources to charitable and non-charitable bodies that support Londoners.

HEAR's Activity and Work 2021-22

HEAR's work during 2021-2022 continued to be related to responding to the Covid 19 emergency and engaging in the cross-sectoral structures being created in London to strengthen recovery.

As part of its charitable aims and objectives HEAR was able to continue support in the following ways:

1. **Connecting members** with each other, through email bulletins, online events, and one-to-one connections. This enabled them to support each other and serve their beneficiaries more effectively. Examples include promoting campaigns and recruitment opportunities through which, as a result, several members have reported finding employment.
2. **Enabling member priorities**, concerns, and insights to reach statutory colleagues and response and recovery mechanisms within sectors such as the Greater London Authority (GLA) and Public Health. Embedding equality and intersectional approaches within the various response and recovery mechanisms. Providing a conduit for information from statutory colleagues to reach our members, including on funding and important public health information and messages (e.g., in diverse community languages). Helping to link different initiatives across the system. For example, a new user led British Sign Language (BSL) interpreting cooperative gaining several commissions both with other HEAR members and public sector such as Greater London Authority (GLA) and Public Health England
3. **A Collective Voice for Equality**-through HEAR's membership worked with the Mayor's Equality, Diversity and Inclusion Advisory Group, the London Health Equity Group, Recovery Task Force, Digital Exclusion Task Force, and with the Deputy Mayor and statutory and voluntary sector colleagues to be a collective voice in embedding equalities across recovery structures and in decision and policy making.

This resulted in influencing the below London wide strategies and impact:

3.1 Health Equality:

HEAR and its members contributed to the new Mayor's Health Inequality Strategy, highlighting their needs through case studies. This enabled small equality organisations' beneficiaries, especially those most marginalized with intersectional identities, to have their priorities voiced within the strategy; for example, highlighting poor housing or lack of access to advice services. The strategy plays an important part in tackling health inequalities across London

3.2 Building Strong Communities:

HEAR provided a platform for learning about community level trust, contributing to the development of the Civic Strength Index. The learning on trust from HEAR's Festival of Ideas was included in the work on the Mayor's Building a Fairer City strategy and the Civic Strength Index. This is now in its first phase and is being used to strengthen understanding of building strong communities in London. HEAR was part of the index's launch panel.

"HEAR contributed significantly to the (Civic Strength Index) stakeholder workshops and has been a champion of civic data for many years" GLA Community Engagement Team

3.3 Equality:

HEAR is worked with decision and policy makers to identify and tackle structural racism within the health system.

3.4 Digital Poverty

HEAR campaigned, as part of a partnership with Age UK London, for broadband service providers to increase access to social tariffs to tackle digital poverty.

4. Partnerships and Collaboration

HEAR continued to work closely with the following partners:

4.1 Just Space, on the Community Led Recovery Plan advocating for members' needs related to digital poverty and inclusion in the Plan. Evidence was drawn from the results of the Covid 19 member research project, which highlighted the importance of social infrastructure, such as libraries and community centres, as access points for digital inclusion particularly during the pandemic.

4.2 London Plus, on a range of equality topics, including working one to one with several Councils for Voluntary Service (CVS) to look at equality issues. This led to setting up a new equality network in Barnet.

4.3 HEAR continued its relationship with the Office for National Statistics, helping to improve a wider understanding of how census data can support equalities work in London

4.4 HEAR continued its work as a partner in Datawise London, a Cornerstone funded project led by Superhighways, enabling small London charities to use and understand data better. This included HEAR mentoring an organisation with their project evaluation.

4.5 HEAR continued to partner with the Race Equality Foundation and Flourishing lives, and others, to deliver a project to support Black and Minority Ethnic (BAME) community inclusion in the arts, to promote health and well-being. This enabled funders to gain an understanding on how well-being in the arts can better include racially minoritised communities, as well as the role of de-colonisation of arts institutions.

4.6 HEAR was part of the steering group for Planning Aid for London, looking at participatory methods within planning decisions, for local London marginalised communities.

4.7 HEAR was a partner in the Community Development in Health Community of Practice Planning Group, contributing to its continuation, and growth, through further commissioning by the GLA.

4.8 HEAR maintained its Associate Membership of Equally Ours.

5. Project Work:

5.1 Net Equality:

HEAR continued its work on the *Net Equality Project*, funded by the National Lottery Community Fund Reaching Communities, engaging members in workshops and activities to support networks and connections for solidarity and campaigning.

The project culminated in a Learning Event in September 2021, where the outputs and learning from the project were widely shared with a range of stakeholders, including tools for mapping and joint campaigning e.g., Campaign Pies, and significant learning about digital accessibility and inclusion, which was supported by our 'Experts in Access' group:

"My participation in this group has been very enriching and I learn a very great deal from everyone each time we reconvene...I take pride in all the work we completed together" Participant in Net Equality Project

This project was an experimental pilot to explore setting up an accessible network mapping digital tool. Key learnings have been shared with the funder who have reported they will use learning from this to inform their future approaches.

5.2 Covid 19:

From the National Lottery Covid 19 Emergency Response funds, HEAR continued to coordinate and curate a major piece of research on the impact of Covid 19 on its members and on equalities groups.

The learning and evidence from this research contributed to influence policy and practice across a range of statutory bodies, especially the impact of digital exclusion, and impacts on health inequalities. For example, the impact of Covid 19 on Deaf, hearing impaired and Deafblind Londoners during this time, including the availability of accessible information and the impact of social distancing and mask wearing. Employment discrimination due to changes in working practices were also highlighted:

“We have seen an Increase in employment related issues where deaf clients are excluded from important meetings and discussions due to absence of reasonable adjustments during the pandemic, and then in some cases unfairly dismissed for non- attendance. Problems accessing specialist employment advice for discrimination remedies” Deaf Plus Research Case Study

5.3 Stronger Voices:

Through its Trust for London funding, HEAR contributed to joint community and voluntary sector work to improve asylum process outcomes for disabled asylum seekers. This resulted in the Home Office improving staff training on the referral and signposting of people in the asylum system who are disabled or have long term health problems.

The Stronger Voices project also included facilitating joint campaigning by members around digital exclusion, particularly digital poverty. The Digital Inclusion London Network was re-launched as part of this work.

5.4 Through Awards for All funding HEAR continued work to understand the needs of members around website accessibility.

5.5 Bridging Divides:

Through its City Bridge Trust Funding, HEAR continued to bridge divides between member organisations, particularly small grassroots, marginalised organisations and communities and decision and policy makers, the results of which can be read throughout this report.

6. Policy, Campaigns and Influencing.

HEAR supported members to campaign on the following issues to ensure member priorities reached decision and policy makers across London:

1. Digital exclusion and digital poverty
2. Hate Crime
3. Planning and Regeneration
4. Improvements to the asylum system
5. Housing and homelessness
6. Health inequalities
7. Trust
8. Free hospital parking for disabled people

HEAR facilitated voice and influence through its membership of the following:

1. The Mayor's London Recovery Task Force
2. The London Health Equity Group
3. The Mayor of London's Equality, Diversity and Inclusion Advisory Group
4. The Digital Exclusion Task Force
5. The GLA Engagement Collaborative
6. National Asylum Stakeholder Group (Home Office) improving support for deaf and disabled asylum seekers

7. Information Sharing and Events organised by HEAR included:

1. Digital Inclusion London Network
2. 'I AM Me' Data4Good equalities monitoring workshop
3. Equalities data and the Census with partner Superhighways
4. One Year On-Impact of Covid 19 on deaf and disabled people with partners Public Health England and Inclusion London
5. Impact of Covid 19 on Equalities Groups
6. Building Strong Communities through Building Trust
7. Improving services for deaf and disabled people from LGBTIQI refugee and migrant communities with partners Rainbow Migration, Inclusion Barnet, Deaf Plus
8. Strengthening BAME Inclusion in the Arts for Health and Wellbeing: Reimagining Resourcing with partners Flourishing Lives and the Race Equality Foundation
9. Net Equality: Sharing Our Learning

HEAR held four Steering Group Meetings and hosted three Reference Group meetings for the Inclusive Volunteering project.

8. Consultations and Sector Development

HEAR took part in the following consultative activities:

1. London Civic Strength Index
2. Greater London Authority (GLA) Festival of Ideas
3. GLA Health Inequality Strategy
4. 'Beyond the Data': One YEAR On (impact of Covid 19)

HEAR, with several London and national charities, took part in the PACT Pioneers programme led by BRAP, and worked with City Bridge Trust and other stakeholders on developing an equity focused funding programme.

9. Publications:

HEAR published blogs on various topics across the Sector, and 3 additional case studies, on the impact of digital exclusion.

10. Research:

10.1 Inclusive Volunteering- HEAR was a partner in a research project on the inclusion of disabled people in volunteering, funded by the Spirit of 2012 Trust. The research included both qualitative and quantitative methods, including case studies with a broad range of volunteer involving organisations. This enabled the formulation of recommendations for both policy and practice in the involvement of disabled people in volunteering. HEAR ensured accessibility, inclusion and the application of the social model of disability throughout the project, and to coordinate the expert research reference group.

"I am very pleased with the report, and I hope it will make a difference to the lives of volunteers and the organisations that work with them" Jill Rutter, Spirit of 2012

10.2 Covid 19-HEAR continued to research the impact of Covid 19 on marginalised Londoners, and evidence gained was used to influence statutory sector decision making and shared with the wider voluntary sector.

10.3 Inclusivity, Accessibility and Equality in Renting-HEAR supported research by Generation Rent into the experiences of private renters from racially minoritized backgrounds. HEAR helped in the development of an inclusive and accessible survey tool. The data from the survey was used as evidence for campaigns for improved conditions for private rented accommodation.

Thank you:

The above work would not be possible without the support of our funders. Thank you to City Bridge Trust, Trust for London, National Lottery Community Fund Reaching Communities, National Lottery Awards for All, Spirit of 2012 Trust

Future Plans:

HEAR will continue to consult, collaborate, coproduce and work with its members, partners, funders, steering group, trustees, staff and volunteers to address forthcoming priorities, particularly in light of its research on the impact of Covid 19 and the subsequent arising inequalities, and emerging cost of living crisis.

It will continue to play an active role in enabling members to campaign and influence decision makers in statutory services, business, academic institutions, policy bodies, regional and national government, including promoting understanding of intersectionality.

It will use its intelligence and evidence gathering from members, and priorities emerging from the external environment, together with learning from past work, to inform development of new projects.

Review HEAR's own internal systems to increase efficiency and productivity

HEAR will continue its good work with members as noted by a funder below:

"Thank you for the important work of HEAR in sharing underrepresented voices, research and reporting on the impact of Covid 19 on different equalities groups and intersectional Londoners. Your report highlights the disproportionate effect on people facing multiple disadvantages, extreme challenges and I read with interest the positive work being undertaken to address health inequalities and digital exclusion amongst many other issues"

Members and affiliates:

At the end of year, March 2022, HEAR had approximately 1200 network members, with 32 new members joining through the course of the year. It had 19 full members of the charity

HEAR's news bulletin was going out to approximately 1200 email addresses twice monthly

HEAR's programme planning, and current and future work is supported by a steering group. At the end of the year, March 2022, this consisted of 10 member organisations and one individual expert by experience, and included the following:

1. Age UK London
2. Ashiana Network
3. Bexley Accessible Transport
4. British Institute of Human Rights (BIHR)
5. Deaf Plus
6. Faiths Forum for London
7. Inclusion London
8. Micro Rainbow
9. Race on the Agenda (ROTA)
10. Refugees in Effective and Active Partnership (REAP)

Approved by order of the board of trustees on and signed on its behalf by:



.....

Gary Buckley, Chair

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
HEAR EQUALITY AND HUMAN RIGHTS NETWORK

Independent examiner's report to the trustees of HEAR Equality and Human Rights Network

I report to the charity trustees on my examination of the accounts of HEAR Equality and Human Rights Network (the Trust) for the year ended 31 March 2022.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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

Robert A Price FCA

Robert A Price F. C. C. A.
Chartered Certified Accountant
Robert A. Price F. C. C. A.
39 Etchingham Park Road
Finchley
London
N3 2DU

Date: *19/12/2022*

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted fund £	Restricted fund £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		2,083	67,934	70,017	231,237
Other trading activities	2	-	4,200	4,200	700
Total		<u>2,083</u>	<u>72,134</u>	<u>74,217</u>	<u>231,937</u>
EXPENDITURE ON					
Charitable activities					
Retricted		-	107,602	107,602	192,585
Unrestricted		<u>17,197</u>	-	<u>17,197</u>	<u>7,671</u>
Total		<u>17,197</u>	<u>107,602</u>	<u>124,799</u>	<u>200,256</u>
NET INCOME/(EXPENDITURE)		(15,114)	(35,468)	(50,582)	31,681
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>30,372</u>	<u>100,530</u>	<u>130,902</u>	<u>99,221</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>15,258</u></u>	<u><u>65,062</u></u>	<u><u>80,320</u></u>	<u><u>130,902</u></u>

The notes form part of these financial statements

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

BALANCE SHEET

31 MARCH 2022

	Notes	Unrestricted fund £	Restricted fund £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Tangible assets	6	-	519	519	884
CURRENT ASSETS					
Debtors	7	-	500	500	20,750
Cash at bank		<u>15,258</u>	<u>68,722</u>	<u>83,980</u>	<u>121,196</u>
		15,258	69,222	84,480	141,946
CREDITORS					
Amounts falling due within one year	8	-	(4,679)	(4,679)	(11,928)
NET CURRENT ASSETS		<u>15,258</u>	<u>64,543</u>	<u>79,801</u>	<u>130,018</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>15,258</u>	<u>65,062</u>	<u>80,320</u>	<u>130,902</u>
NET ASSETS		<u>15,258</u>	<u>65,062</u>	<u>80,320</u>	<u>130,902</u>
FUNDS	9				
Unrestricted funds				15,258	30,372
Restricted funds				<u>65,062</u>	<u>100,530</u>
TOTAL FUNDS				<u>80,320</u>	<u>130,902</u>

The financial statements were approved by the Board of Trustees and authorised for issue on
and were signed on its behalf by:


.....
Gary Buckley, Chair

The notes form part of these financial statements

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

NOTES TO THE FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31 MARCH 2022**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, 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 Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - 25% on cost

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

2. OTHER TRADING ACTIVITIES

	2022	2021
	£	£
Other income	<u>4,200</u>	<u>700</u>

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

Trustees' expenses

	2022	2021
	£	£
AGM	<u>884</u>	<u>144</u>

4. STAFF COSTS

The average monthly number of employees during the year was as follows:

	2022	2021
	<u>2</u>	<u>3</u>
Administration		

No employees received emoluments in excess of £60,000.

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	12,500	218,737	231,237
Other trading activities	<u>700</u>	<u>-</u>	<u>700</u>
Total	<u>13,200</u>	<u>218,737</u>	<u>231,937</u>
 EXPENDITURE ON			
Charitable activities			
Restricted	-	192,585	192,585
Unrestricted	<u>7,671</u>	<u>-</u>	<u>7,671</u>
Total	<u>7,671</u>	<u>192,585</u>	<u>200,256</u>
 NET INCOME	 5,529	 26,152	 31,681
 RECONCILIATION OF FUNDS			
Total funds brought forward	24,843	74,378	99,221

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £	Restricted fund £	Total funds £
TOTAL FUNDS CARRIED FORWARD	<u>30,372</u>	<u>100,530</u>	<u>130,902</u>

6. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 April 2021 and 31 March 2022	<u>1,462</u>
DEPRECIATION	
At 1 April 2021	578
Charge for year	<u>365</u>
At 31 March 2022	<u>943</u>
NET BOOK VALUE	
At 31 March 2022	<u>519</u>
At 31 March 2021	<u>884</u>

7. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade debtors	500	-
Prepayments and accrued income	<u>-</u>	<u>20,750</u>
	<u>500</u>	<u>20,750</u>

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade creditors	3,663	11,028
Other creditors	<u>1,016</u>	<u>900</u>
	<u>4,679</u>	<u>11,928</u>

9. MOVEMENT IN FUNDS

	At 1.4.21	Net movement in funds	At 31.3.22
	£	£	£
Unrestricted funds			
General fund	30,372	(15,114)	15,258
Restricted funds			
Restricted	100,530	(35,468)	65,062
	<u>130,902</u>	<u>(50,582)</u>	<u>80,320</u>
TOTAL FUNDS			

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	2,083	(17,197)	(15,114)
Restricted funds			
Restricted	72,134	(107,602)	(35,468)
	<u>74,217</u>	<u>(124,799)</u>	<u>(50,582)</u>
TOTAL FUNDS			

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

9. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	24,843	5,529	30,372
Restricted funds			
Restricted	74,378	26,152	100,530
TOTAL FUNDS	<u>99,221</u>	<u>31,681</u>	<u>130,902</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	13,200	(7,671)	5,529
Restricted funds			
Restricted	218,737	(192,585)	26,152
TOTAL FUNDS	<u>231,937</u>	<u>(200,256)</u>	<u>31,681</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.20 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	24,843	(9,585)	15,258
Restricted funds			
Restricted	74,378	(9,316)	65,062
TOTAL FUNDS	<u>99,221</u>	<u>(18,901)</u>	<u>80,320</u>

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

9. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	15,283	(24,868)	(9,585)
Restricted funds			
Restricted	290,871	(300,187)	(9,316)
TOTAL FUNDS	<u>306,154</u>	<u>(325,055)</u>	<u>(18,901)</u>

10. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2022.

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022

	2022 £	2021 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Grants	70,017	231,237
Other trading activities		
Other income	<u>4,200</u>	<u>700</u>
Total incoming resources	74,217	231,937
EXPENDITURE		
Charitable activities		
AGM	884	144
Wages	45,936	83,568
Social security	1,331	3,896
Pensions	402	1,375
Insurance	649	306
Light and heat	-	448
Telephone	106	270
Postage and stationery	70	273
Website	211	100
Sundries	70	33
Events	525	762
Rent	3,024	6,698
Travel	225	-
Subscriptions	336	296
Member participation costs	2,803	1,722
Training	100	750
Access costs	1,517	2,679
Consumable equipment	570	2,018
Payments to partners	4,740	49,060
Donations	-	150
Management costs	16,528	-
Project support costs	23,463	18,228
Case study fees	10,774	19,752
Computer equipment	<u>365</u>	<u>365</u>
	114,629	192,893
Support costs		
Finance		
Bank charges	106	134
Governance costs		
Accountancy fees	4,225	3,979
HR	5,839	3,250

This page does not form part of the statutory financial statements

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022

	2022 £	2021 £
Total resources expended	<u>124,799</u>	<u>200,256</u>
Net (expenditure)/income	<u>(50,582)</u>	<u>31,681</u>

This page does not form part of the statutory financial statements

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

England & Wales - Charity number 1168591

Accounts

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021
FOR
HEAR EQUALITY AND HUMAN RIGHTS NETWORK



Robert A. Price F. C. C. A.
39 Etchingham Park Road
Finchley
London
N3 2DU

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

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FOR THE YEAR ENDED 31 MARCH 2021

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HEAR EQUALITY AND HUMAN RIGHTS NETWORK

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021

Legal and Administrative Information

Name of charity

HEAR Equality and Human Rights Network (HEAR)

Charitable Incorporated Organisation number

1168591

Principal and registered office

200a Pentonville Road, London N1 9JP

Trustees

Sarah Crowther, Chair (resigned 31st May 2020)

Andy Gregg, Acting Chair from May 2020

Aya Bdaiwi

Koldo Casla

Moud Goba

Sarah Yiannoullou, Acting Treasurer (from 9th April 2020)

Banker

Unity Trust Bank,

Nine Brindley Place, Birmingham B1 2HB

Independent examiner

Robert A. Price F. C. C. A.

39 Etchingam Park Road, Finchley, London N3 2DU

Report of the Trustees

The trustees are pleased to present their report and the financial statements of HEAR Equality and Human Rights Network (HEAR) for the year ended 31 March 2021. The trustees have adopted the provisions of Accounting and Reporting for 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).

Structure, Governance and Management

HEAR is a registered Charitable Incorporated Organisation with a Board of Trustees that is responsible for deciding strategy, setting policies, appointing staff, setting, approving and reviewing the annual budget and accounts and overseeing fundraising.

A Steering Group of HEAR members meets quarterly to discuss future areas of work, share information and strengthen the network as a whole.

HEAR CIO also has Formal Members, including but not limited to trustees, who support the governance of the CIO.

Risk management

The trustees review HEAR's activities at quarterly trustees' meetings to identify the risks to which it is exposed, in operations, finances and the external environment.

Objects

The objects for which the CIO is established are:

- The promotion of equality and diversity for the public benefit.
- To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) throughout the world.
- To promote the efficient and effective use of resources for charitable purposes by charitable and non-charitable bodies for the benefit of the public.

Public Benefit

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. HEAR provides public benefit by promoting equality and human rights for the benefit of Londoners and by promoting the use of equality resources to charitable and non-charitable bodies that support Londoners.

HEAR's Activity and Work 2020-21

"Networks uphold communication which has been such an important thing for us all during the past year – a life-saver for some – so your work has been so valuable" feedback from funder City Bridge Trust.

Much of HEAR's work during 2020-2021 was related to responding to the Covid 19 emergency.

HEAR was able to contribute in the following ways:

1. Connecting members with each other, through email bulletins, online events, and through one-to-one connections. This enabled them to support each other and serve their beneficiaries more effectively

2. Enabling member priorities, concerns and insights, during Covid, to reach statutory colleagues, response and recovery mechanisms within sectors such as the Greater London Authority (GLA) and Public Health. Embedding equality and intersectional approaches, within the various response and recovery mechanisms. Providing a conduit for information from statutory colleagues to reach our members, including on funding and important public health information and messages (e.g. in diverse community languages). Helping to link different initiatives across the system.

3. Through its membership HEAR worked with the Mayor's Equality, Diversity and Inclusion Advisory Group, the London Health Equity Group, Recovery Task Force, Engagement Collaborative, the Deputy Mayor and statutory and voluntary sector colleagues to be a collective voice in embedding equalities across recovery structures.

4. Partnerships and Collaboration

HEAR partnered with the Race Equality Foundation and Flourishing lives and others to deliver a project to support BAME community inclusion in the arts, to promote health and well-being.

"It's an absolute pleasure working with you and we really value all of your guidance and expertise as we've developed the programme together so many thanks again, it's hugely appreciated!" feedback on HEAR's involvement.

HEAR continued to: work with:

- Just Space on the Collaborate Project
- Datawise London on a Cornerstone project funded by Superhighways.
- London Plus on a range of equalities topics and partnership events.

HEAR partnered with London Plus and the GLA to deliver a consultation event on improving social prescribing for refugees, asylum seekers and other migrants. This led to a joint submission, by the GLA and HEAR, to a Public Health England consultation. Through raising awareness of the issues resulted in the GLA commissioning a social prescribing toolkit for work with refugees and migrants from Doctors of the World, which is now complete and in use.

Developed further its relationship with the Office for National Statistics and as an Associate Member of Equally Ours.

HEAR was a part of the steering group for Planning Aid for London.

5. HEAR continued to deliver the Net Equality project funded by Reaching Communities, exploring a net mapping tool, engaging members in workshops and activities to support networks and connections for solidarity and campaigning.

6. With funding from the National Lottery Covid 19 Emergency Response HEAR coordinated and curated a major piece of research on the impact of Covid 19 on its members and on equalities groups.

7. Through its funding from Trust for London contributed to joint VCS work to improve asylum process outcomes for disabled asylum seekers and facilitating joint campaigning by members around hate crime and digital exclusion including several workshops and events on these.

8. Through Awards for All funding HEAR has been able to start much needed work on its website around content organization, layout and accessibility.

To ensure HEAR members' priorities and experiences reached decision makers to influence change through the following:

9. Policy, Campaigns and Influencing.

HEAR supported members to campaign on the following issues:

- Digital Exclusion
- Hate Crime
- Planning and Regeneration
- Improvements to the asylum system
- Mental health equality
- LGBTQI Diversity

As a member of the following:

- The Mayor's London Recovery Task Force
- The London Health Equity Group
- The Mayor of London's Equality, Diversity and Inclusion Advisory Group
- The Digital Exclusion Task Force
- The GLA Engagement Collaborative
- National Asylum Stakeholder Group (Home Office) improving support for deaf and disabled asylum seekers
- Social Infrastructure Sounding Board Good Growth by Design (GLA)

HEAR hosted the London Pan Equality Hate Crime Network

10. Information Sharing, Learning and Networking Events organised by HEAR included:

- Digital Inclusion London Network
- Charities Challenging Hate Crime
- Social Prescribing for Refugees and Migrants in partnership with London Plus and the GLA
- Social Prescribing and Intersectionality with London Plus
- The Right to Food with Sustain and Just Fair
- Understanding Intersectionality with Refugee Action
- Intersectionality and the Equality Act 2010 with Equally Ours
- What is Trust and Why Do We Need It?
- Improving Practice in Equalities Data Collection

2 community conversations, 3 Steering Group Meetings

The Community Conversations events resulted in a submission to the GLA. This influenced their work on the framing of the Digital Inclusion Recovery Mission

11. HEAR responded to the following consultations:

- Public Health England Social Prescribing for Refugees and Migrants
- GLA Community Conversations
- Government White Paper on Planning Reform 2020

12. Publications:

HEAR published a range of blogs and 10 Case Studies on Digital Exclusion

13. Research:

HEAR contributed to the Intersectionality in Practice research project, specifically for practitioners and policymakers carried out by the University of Edinburgh

HEAR carried out its own research on the impact of Covid 19

14. Sector Development:

HEAR took part in the Community Development in Health Community of Practice Network Strategic Stakeholders Group, the PACT Pioneers programme emerging from the Civil Society Futures Inquiry and the learning programme for the Cornerstone Fund.

Thank you to our funders, City Bridge Trust, Trust for London, National Lottery enabling HEAR to do all the above work and more.

Plans for the Future

Hear will continue to consult, collaborate, coproduce and work with its members, partners, funders, steering group, trustees, staff and volunteers to address forthcoming priorities, particularly in light of its recent research of the impact of Covid 19 and the subsequent arising inequalities.

It will continue to play an active role in enabling members to campaign and influence decision makers in statutory services, business, academic institutions, policy bodies, regional and national government including promoting understanding of intersectionality.

It will use much of its work on digital inclusion and net mapping to inform future innovative ideas and projects.

Looking at HEAR's own internal systems to increase efficiency and productivity will also be a part of this.

Hear wants to keep up its valuable work with members as summed up by the below quote from a HEAR member attending the HEAR AGM in April 2021.

'It was an honour to attend the HEAR AGM in April and to engage with such a galvanising, informative and supportive event. It felt like a really important and invaluable opportunity to hear first-hand from organisations - working across a diverse range of areas of practice - about the impact of Covid on the lives of the people they work with, and the challenges and successes of striving to maintain their vital support and advocacy services during a period of such increased need and infrastructural strain. The atmosphere of respect, safety and support that the HEAR team and network cultivated during the event was genuinely inspiring and it felt truly galvanising to be part of such a collaborative and supportive network. Many thanks to the HEAR team and the wider network for the amazing work that you do and long may you continue!'

Members and affiliates

At the end of year (March 2021) HEAR had approximately 1100 network members, with 75 new members joining through the course of the year. It had 21 full members of the charity
HEAR's news bulletin going out to approximately 1100 email addresses twice monthly

HEAR programme planning is supported by a Steering Group which at the end of the year, March 2021, had 10 organisational members comprising of the following:

1. Age UK London
2. Ashiana Network
3. Bexley Accessible Transport
4. British Institute of Human Rights (BIHR)
5. Deaf Plus
6. Faiths Forum for London
7. Inclusion London
8. Micro Rainbow
9. Race on the Agenda (ROTA)
10. Refugees in Effective and Active Partnership (REAP)

Reserves policy

HEAR seeks to maintain free reserves equivalent to three months' core expenditure, in line with good practice. Free reserves are considered to be unrestricted funds that are not tied up in fixed assets.

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity law requires trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including income and expenditure, of the charitable organisation for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;

- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charitable organisation will continue in operation.

The trustees are responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable organisation's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislations in other jurisdictions.

By Order of the Board



Signed on behalf of the Hear Board and
Chair of Trustees by the Treasurer Sarah Yiannoullou

Date: 23rd December 2021

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
HEAR EQUALITY AND HUMAN RIGHTS NETWORK

Independent examiner's report to the trustees of HEAR Equality and Human Rights Network

I report to the charity trustees on my examination of the accounts of HEAR Equality and Human Rights Network (the Trust) for the year ended 31 March 2021.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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

Robert A. Price FCA

Robert A Price F. C. C. A.
Chartered Certified Accountant
Robert A. Price F. C. C. A.
39 Etchingham Park Road
Finchley
London
N3 2DU

Date: 23/12/2021

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted fund £	Restricted fund £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		12,500	218,737	231,237	227,632
Other trading activities	2	<u>700</u>	<u>-</u>	<u>700</u>	<u>147</u>
Total		13,200	218,737	231,937	227,779
EXPENDITURE ON					
Charitable activities					
Retricted		-	192,585	192,585	177,497
Unrestricted		<u>7,671</u>	<u>-</u>	<u>7,671</u>	<u>-</u>
Total		<u>7,671</u>	<u>192,585</u>	<u>200,256</u>	<u>177,497</u>
NET INCOME		5,529	26,152	31,681	50,282
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>24,843</u>	<u>74,378</u>	<u>99,221</u>	<u>48,939</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>30,372</u></u>	<u><u>100,530</u></u>	<u><u>130,902</u></u>	<u><u>99,221</u></u>

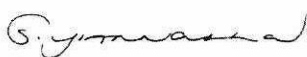
The notes form part of these financial statements

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

BALANCE SHEET 31 MARCH 2021

	Notes	Unrestricted fund £	Restricted fund £	2021 Total funds £	2020 Total funds £
FIXED ASSETS					
Tangible assets	6	-	884	884	362
CURRENT ASSETS					
Debtors	7	-	20,750	20,750	435
Cash at bank and in hand		<u>30,372</u>	<u>90,824</u>	<u>121,196</u>	<u>97,538</u>
		30,372	111,574	141,946	97,973
CREDITORS					
Amounts falling due within one year	8	-	(11,928)	(11,928)	886
NET CURRENT ASSETS		<u>30,372</u>	<u>99,646</u>	<u>130,018</u>	<u>98,859</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>30,372</u>	<u>100,530</u>	<u>130,902</u>	<u>99,221</u>
NET ASSETS		<u>30,372</u>	<u>100,530</u>	<u>130,902</u>	<u>99,221</u>
FUNDS	9				
Unrestricted funds				30,372	24,843
Restricted funds				<u>100,530</u>	<u>74,378</u>
TOTAL FUNDS				<u>130,902</u>	<u>99,221</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 17.12.2021
and were signed on its behalf by:



Trustee

The notes form part of these financial statements

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

NOTES TO THE FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31 MARCH 2021**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, 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 Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - 25% on cost

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021

2. OTHER TRADING ACTIVITIES

	2021	2020
	£	£
Other income	<u>700</u>	<u>147</u>

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

Trustees' expenses

	2021	2020
	£	£
Trustees' expenses	<u>144</u>	<u>473</u>

4. STAFF COSTS

The average monthly number of employees during the year was as follows:

	2021	2020
	<u>3</u>	<u>2</u>
Administration		

No employees received emoluments in excess of £60,000.

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	2,950	224,682	227,632
Other trading activities	<u>147</u>	<u>-</u>	<u>147</u>
Total	3,097	224,682	227,779
EXPENDITURE ON			
Charitable activities			
Retricted	<u>-</u>	<u>177,497</u>	<u>177,497</u>
NET INCOME	3,097	47,185	50,282
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>21,746</u>	<u>27,193</u>	<u>48,939</u>
TOTAL FUNDS CARRIED FORWARD	<u>24,843</u>	<u>74,378</u>	<u>99,221</u>

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2021

6. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 April 2020	574
Additions	<u>888</u>
At 31 March 2021	<u>1,462</u>
DEPRECIATION	
At 1 April 2020	212
Charge for year	<u>366</u>
At 31 March 2021	<u>578</u>
NET BOOK VALUE	
At 31 March 2021	<u>884</u>
At 31 March 2020	<u>362</u>

7. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Prepayments and accrued income	<u>20,750</u>	<u>435</u>

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade creditors	11,028	(1,486)
Other creditors	<u>900</u>	<u>600</u>
	<u>11,928</u>	<u>(886)</u>

9. MOVEMENT IN FUNDS

	At 1.4.20	Net movement in funds	At
	£	£	31.3.21
Unrestricted funds			£
General fund	24,843	5,529	30,372
Restricted funds			
Restricted	74,378	26,152	100,530
TOTAL FUNDS	<u>99,221</u>	<u>31,681</u>	<u>130,902</u>

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

NOTES TO THE FINANCIAL STATEMENTS - continued **FOR THE YEAR ENDED 31 MARCH 2021**

9. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	13,200	(7,671)	5,529
Restricted funds			
Restricted	218,737	(192,585)	26,152
TOTAL FUNDS	<u>231,937</u>	<u>(200,256)</u>	<u>31,681</u>

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	At 31.3.20 £
Unrestricted funds			
General fund	21,746	3,097	24,843
Restricted funds			
Restricted	27,193	47,185	74,378
TOTAL FUNDS	<u>48,939</u>	<u>50,282</u>	<u>99,221</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	3,097	-	3,097
Restricted funds			
Restricted	224,682	(177,497)	47,185
TOTAL FUNDS	<u>227,779</u>	<u>(177,497)</u>	<u>50,282</u>

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021

9. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.19 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	21,746	8,626	30,372
Restricted funds			
Restricted	27,193	73,337	100,530
TOTAL FUNDS	<u>48,939</u>	<u>81,963</u>	<u>130,902</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	16,297	(7,671)	8,626
Restricted funds			
Restricted	443,419	(370,082)	73,337
TOTAL FUNDS	<u>459,716</u>	<u>(377,753)</u>	<u>81,963</u>

10. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2021.

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2021

	2021 £	2020 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Grants	231,237	227,632
Other trading activities		
Other income	<u>700</u>	<u>147</u>
Total incoming resources	231,937	227,779
EXPENDITURE		
Charitable activities		
Trustees' expenses	144	473
Wages	83,568	52,742
Social security	3,896	2,469
Pensions	1,375	691
Insurance	306	249
Light and heat	448	8
Telephone	270	183
Postage and stationery	273	660
Advertising	100	815
Sundries	33	35
Events	762	8,805
Rent	6,698	7,516
Travel	-	559
Subscriptions	296	50
Marketing	1,722	219
Training	750	45
Access costs	2,679	335
Consumable equipment	2,018	1,451
Payments to partners	49,060	88,816
Donations	150	50
Management charge	18,228	7,500
Case study fees	19,752	-
Computer equipment	<u>365</u>	<u>144</u>
	192,893	173,815
Support costs		
Finance		
Bank charges	134	85
Governance costs		
Accountancy fees	7,229	3,597

This page does not form part of the statutory financial statements

HEAR EQUALITY AND HUMAN RIGHTS NETWORK

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2021

	2021 £	2020 £
Total resources expended	<u>200,256</u>	<u>177,497</u>
Net income	<u>31,681</u>	<u>50,282</u>

This page does not form part of the statutory financial statements