

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



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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					
Restricted		-	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><u>884</u></u>
At 31 March 2020	<u><u>362</u></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
	<u>99,221</u>	<u>31,681</u>	<u>130,902</u>
TOTAL FUNDS			

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
	<hr/>	<hr/>	<hr/>
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
	<hr/>	<hr/>	<hr/>
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
	<hr/>	<hr/>	<hr/>
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
	<hr/>	<hr/>	<hr/>
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
	<hr/>	<hr/>	<hr/>
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