

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022
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 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 LGBTQI 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
	<hr/>	<hr/>	<hr/>
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
	<hr/>	<hr/>	<hr/>
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
	<hr/>	<hr/>	<hr/>
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)
	<hr/>	<hr/>	<hr/>
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