

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.
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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').

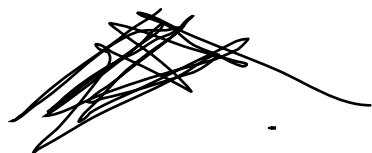
I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

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><u>19,874</u></u>	<u><u>113,109</u></u>	<u><u>132,983</u></u>	<u><u>80,320</u></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			
Restricted	-	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
	<hr/>	<hr/>	<hr/>
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
	<hr/>	<hr/>	<hr/>
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
	<hr/>	<hr/>	<hr/>
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)
	<hr/>	<hr/>	<hr/>
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
	<hr/>	<hr/>	<hr/>
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
	<hr/>	<hr/>	<hr/>
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 £	2022 £
Total resources expended	<u>98,181</u>	<u>124,799</u>
Net income/(expenditure)	<u>52,663</u>	<u>(50,582)</u>