

**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 you tube 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 £
<b>INCOME AND ENDOWMENTS FROM</b>					
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>
<b>Total</b>		<u>29,093</u>	<u>31,797</u>	<u>60,890</u>	<u>150,844</u>
 <b>EXPENDITURE ON</b>					
<b>Charitable activities</b>					
Retricted		-	50,383	50,383	84,546
Unrestricted		<u>43,821</u>	<u>-</u>	<u>43,821</u>	<u>13,635</u>
<b>Total</b>		<u>43,821</u>	<u>50,383</u>	<u>94,204</u>	<u>98,181</u>
 <b>NET INCOME/(EXPENDITURE)</b>					
		(14,728)	(18,586)	(33,314)	52,663
 <b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		<u>19,874</u>	<u>113,109</u>	<u>132,983</u>	<u>80,320</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<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 £
<b>FIXED ASSETS</b>					
Tangible assets	6	-	-	-	222
<b>CURRENT ASSETS</b>					
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
<b>CREDITORS</b>					
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>
<b>NET CURRENT ASSETS</b>					
		<u>5,146</u>	<u>94,523</u>	<u>99,669</u>	<u>132,761</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		<u>5,146</u>	<u>94,523</u>	<u>99,669</u>	<u>132,983</u>
<b>NET ASSETS</b>					
		<u><u>5,146</u></u>	<u><u>94,523</u></u>	<u><u>99,669</u></u>	<u><u>132,983</u></u>
<b>FUNDS</b>	9				
Unrestricted funds				5,146	19,874
Restricted funds				<u>94,523</u>	<u>113,109</u>
<b>TOTAL FUNDS</b>				<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 £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	9,060	128,967	138,027
Other trading activities	<u>9,191</u>	<u>3,626</u>	<u>12,817</u>
<b>Total</b>	<u>18,251</u>	<u>132,593</u>	<u>150,844</u>
 <b>EXPENDITURE ON</b>			
<b>Charitable activities</b>			
Retricted	-	84,546	84,546
Unrestricted	<u>13,635</u>	<u>-</u>	<u>13,635</u>
<b>Total</b>	<u>13,635</u>	<u>84,546</u>	<u>98,181</u>
 <b>NET INCOME</b>	 4,616	 48,047	 52,663
 <b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	<u>15,258</u>	<u>65,062</u>	<u>80,320</u>
 <b>TOTAL FUNDS CARRIED FORWARD</b>	 <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 £
<b>COST</b>	
At 1 April 2023 and 31 March 2024	<u>1,462</u>
<b>DEPRECIATION</b>	
At 1 April 2023	1,240
Charge for year	<u>222</u>
At 31 March 2024	<u>1,462</u>
<b>NET BOOK VALUE</b>	
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
<b>Unrestricted funds</b>			£
General fund	19,874	(14,728)	5,146
<b>Restricted funds</b>			
Restricted	113,109	(18,586)	94,523
	<u>132,983</u>	<u>(33,314)</u>	<u>99,669</u>
<b>TOTAL FUNDS</b>			

**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 £
<b>Unrestricted funds</b>			
General fund	29,093	(43,821)	(14,728)
<b>Restricted funds</b>			
Restricted	31,797	(50,383)	(18,586)
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
General fund	15,258	4,616	19,874
<b>Restricted funds</b>			
Restricted	65,062	48,047	113,109
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
General fund	18,251	(13,635)	4,616
<b>Restricted funds</b>			
Restricted	132,593	(84,546)	48,047
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
General fund	15,258	(10,112)	5,146
<b>Restricted funds</b>			
Restricted	65,062	29,461	94,523
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
General fund	47,344	(57,456)	(10,112)
<b>Restricted funds</b>			
Restricted	164,390	(134,929)	29,461
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<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 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Grants	60,690	138,027
<b>Other trading activities</b>		
Other income	<u>200</u>	<u>12,817</u>
<b>Total incoming resources</b>	60,890	150,844
<b>EXPENDITURE</b>		
<b>Charitable activities</b>		
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
<b>Support costs</b>		
<b>Finance</b>		
Bank charges	90	91
<b>Governance costs</b>		
Accountancy fees	<u>3,569</u>	<u>5,982</u>
<b>Total resources expended</b>	<u>94,204</u>	<u>98,181</u>
<b>Net (expenditure)/income</b>	<u><u>(33,314)</u></u>	<u><u>52,663</u></u>

This page does not form part of the statutory financial statements