

**ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2025**

**EQUALITIES WORK
(A CHARITABLE INCORPORATED ORGANISATION)**

CHARITY REGISTRATION No. 1168738

EQUALITIES WORK
(A CHARITABLE INCORPORATED ORGANISATION)

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**EQUALITIES WORK
(A CHARITABLE INCORPORATED ORGANISATION)**

LEGAL AND ADMINISTRATIVE INFORMATION

CHARITY NUMBER	1168738
LEGAL STATUS	Charitable Incorporated Organisation
START OF FINANCIAL YEAR	1st September 2024
END OF FINANCIAL YEAR	31st August 2025
Trustees	Jonathan Rees Davies Cassie Anne Edmiston Tom Simon Swaine-Jameson James Pattision Jammie Hickling

OBJECTS

The object of the CIO is the promotion of equality and diversity for the public benefit by:

Advancing education and raising awareness of equality and diversity

Promoting activities to foster understanding between people from diverse backgrounds

REGISTERED ADDRESS	The Foundry 17 Oval Way London, SE11 5RR
PRIMARY BANKERS	The Co-operative Bank
INDEPENDENT EXAMINER	Robin Headlam ACPA Partners In Enterprise Ltd 9 St Georges Place Brighton, BN1 4GB

**EQUALITIES WORK
(A CHARITABLE INCORPORATED ORGANISATION)**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST AUGUST 2025**

The Trustees of the Equalities Work are pleased to present their report and financial statements for the year ended 31st August 2025.

1. Organisational Structure and Management

Equalities Work is registered as charitable incorporated organisation (CIO) number 1168738. The object of the CIO is the promotion of equality and diversity for the public benefit by:

- a) Advancing education and raising awareness of equality and diversity
- b) Promoting activities to foster understanding between people from diverse backgrounds

All members of the Board of Trustees give their time voluntarily and received no benefits from the charity. Any expenses reclaimed from the charity are set out in note 2 to the accounts.

1.1 Governance and decision-making

The Board of Trustees governs Equality Work and meets at least 6 times a year to discuss and review strategy, planning, development and financial matters. Additional working groups and committees are convened for specific purposes between meetings. Day-to-day management of the organisation is delegated to the staff.

1.2 Recruitment, appointment, induction and training of trustees

Skills audits of the existing Trustees are undertaken to identify whether there are any skill gaps. When vacancies arise, the Trustees look to individuals who have expressed an interest in our work.

1.3 Public Benefit

In shaping our objectives and planning our activities for the year, the Trustees have considered the duties set out in section 4 of the Charities Act 2006 to have due regard to public benefit. In particular the trustees have considered how the planned activities will contribute to the overall aims and objectives that they have set.

EQUALITIES WORK
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REPORT OF THE TRUSTEES (Continued)
FOR THE YEAR ENDED 31ST AUGUST 2025

2. Main activities

Equalities Work delivers a range of arts and education activities through the Foundry social justice centre in Vauxhall, London. The Foundry houses many progressive human rights and social justice organisations. Equalities Work engages the public with projects, film nights, talks and other events. We do this by working with campaigning, advocacy, education, advice and arts organisations.

3. Achievements and Performance in 2024/25

Over the year, Equalities Work delivered a number of innovative projects including Rights, Camera, Action! – a visual arts project engaging young people in Lambeth around human rights issues and providing routes into the creative sector. The In The Mix project includes workshops designed to promote access and participation to the visual arts for disabled people living in south London. It combines arts workshops, mentoring and seminars designed to break down the barriers to inclusion for disabled artists. For the second year Equalities Work funded the Radical Film School supports social justice filmmaking. The School provided free training in film direction for 16 Londoners from under-represented backgrounds in the film industry including those on low incomes and people of colour.

We also continued to provide capacity building for local voluntary groups with support around fundraising and business planning. Equalities Work has provided support to Block336 - a creative space in Brixton located in the largest disability hub in London. We have raised funds to transform the space including new accessible artists' studios and training room. Block336 is where we deliver much of our In The Mix project offering long term mentoring opportunities for disabled artists.

Our exhibitions programme over the year included a linking with Neon Performing Arts on a show called 'Selfhood' and another - 'Accelerate Action' which brought together a number of women sculptors, painters and film. Our exhibitions include workshops and events engaging schools and the general public to discuss the issues raised.

Our work was supported over the year by a core grant from the Social Justice and Human Rights Centre and grants from the London Borough of Lambeth trusts including the City Bridge Foundation.

4. Financial Review

The accounts declared in this report have been prepared in accordance with Statement of Recommended Practice: Accounting for Charities (SORP,2005) and with relevant companies and charities legislation and regulations. The Statement of Financial Activities on page 11 shows Equalities Work's income from all sources and how this was expended, and the split of activity between restricted and unrestricted funds.

4.1 Overview

The year ended 31st August 2025 ended with a surplus of £7,422. Reserves stood at £24,145 of total funds.

Total incoming resources for 2024/25 amounted to £44,728 compared to £28,100 in the previous year. Total expenditure for 2024/25 was £37,306 compared to £36,739 in 2023/24.

In line with SORP 2005, expenditure is analysed into three main categories; charitable activities, governance of the charity and costs of generating funds. Charitable activities comprise the main work of the charity. Expenditure on charitable activities was £35,120 compared to £33,496 in 2023/24.

EQUALITIES WORK
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REPORT OF THE TRUSTEES (Continued)
FOR THE YEAR ENDED 31ST AUGUST 2025

4.2 Reserves Policy

Equalities Work is committed to using its resources in pursuit of its charitable objectives. It is also committed however to maintaining a level of reserves that is prudent to meeting ongoing liabilities, sufficient to ensure that all delivery commitments can be met and to protect the long-term future of Equalities Work's operations. Equalities Work's policy seeks to balance these priorities by holding a level of reserves, which equate to three months expenditure of the charity.

The Board of Trustees continues to monitor the level of reserves quarterly and takes appropriate action if reserves fall outside the desired range.

5. Plans for the future

Equalities Work continues to operate in a challenging funding environment with the cost of living crisis making it difficult to secure donations and grants.

Statement of Trustees Responsibilities

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


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

- a) select suitable accounting policies and then apply them consistently and observe the methods and principles of the Charities SORP;
- b) make judgements and estimates that are reasonable and prudent;
- c) state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- d) prepare the financial statements on the going concern basis unless it is not appropriate to presume that the charitable company will continue in business.

The Trustees are responsible for maintaining proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charitable company and enables them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by the Trustees on 11th December 2025 and signed on their behalf by :


.....
Jonathan Rees Davies
Trustee

EQUALITIES WORK
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STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST AUGUST 2025

	Notes	Unrestricted Funds £	Restricted Funds £	TOTAL 2024/25 £	TOTAL 2023/24 £
INCOMING RESOURCES					
Incoming Resources From Generated Funds					
Donations & Legacies	3a	19,500	25,228	44,728	28,100
Charitable Activities	3b	-	-	-	-
Investment Income	3c	-	-	-	-
Other Incoming Resources	3d	-	-	-	-
		19,500	25,228	44,728	28,100
RESOURCES EXPENDED					
Cost of Generating Funds					
Costs of Charitable Activities	4a	11,272	23,848	35,120	33,496
Cost of Generating Funds	4b	1,966	-	1,966	3,023
Governance Costs	4c	220	-	220	220
TOTAL RESOURCES USED		13,458	23,848	37,306	36,739
NET INCOMING / (OUTGOING) RESOURCES		6,042	1,380	7,422	(8,639)
Total Funds Brought Forward		9,275	7,448	16,723	25,362
TOTAL FUNDS CARRIED FORWARD		15,317	8,828	24,145	16,723

Movements on all reserves and all recognised gains and losses are shown above. All of the charity's operations are classed as ongoing.

The notes on pages 10 to 14 form part of these financial statements.

EQUALITIES WORK
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BALANCE SHEET
AS AT 31ST AUGUST 2025

	Notes	Unrestricted Funds	Restricted Funds	TOTAL Aug-25	31- TOTAL Aug-24
		£	£	£	£
Fixed Assets					
Tangible Assets	2	-	-	-	-
Current Assets					
Debtors & Prepayments	7	-	-	-	-
Cash at Bank and in Hand	6	24,145	-	24,145	16,723
Total Current Assets		24,145	-	24,145	16,723
Creditors: due within one year	8	-	-	-	-
NET CURRENT ASSETS		24,145	-	24,145	16,723
TOTAL ASSETS less current liabilities		24,145	-	24,145	16,723
NET ASSETS		24,145	-	24,145	16,723
Funds of the Charity					
General Funds	5	15,317	-	15,317	9,275
Restricted Funds	5	8,828	-	8,828	7,448
		24,145	-	24,145	16,723

Directors Responsibilities

The directors are satisfied that for the year ended 31st August 2025 the charitable company was entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006 and that no member or members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Act. However, in accordance with section 145 of the Charities Act 2011, the accounts have been examined by an Independent Examiner whose report appears on page 15.

The directors acknowledge their responsibility for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime and in accordance with the Financial Reporting Standards.

The director acknowledge their responsibility for ensuring that the company keeps proper accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit and loss for the financial year in accordance with the requirements of section 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as is applicable to the company.

Approved by the Directors on 12th February 2026



.....
Signed on their behalf by Jonathan Rees Davies

EQUALITIES WORK
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2025

1. ACCOUNTING POLICIES

Basis of Preparation & Assessment of Going Concern

Basis of Preparation

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) - (Charities SORP - FRS102) and the Charities Act 2011.

The Charity meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost unless otherwise stated in the relevant accounting policy notes.

Assessment of Going Concern

Preparation of the accounts is on a going concern basis. The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

Incoming Resources

Recognition of Incoming Resources

These are included in the Statement of Financial Activities (SOFA) when:

- the charity becomes entitled to the resources;
- the trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability

Incoming Resources with Related Expenditure

Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resource and related expenditure are reported gross in the SOFA.

Grants and Donations

Grants and Donations are only included in the SOFA when the charity has unconditional entitlement to the resources.

Tax Reclaims on Donations and Gifts

Incoming resources from tax reclaims are included in the SOFA at the same time as the gift to which they relate.

Gifts in Kind Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SOFA as incoming resources when receivable.

Donated Services and Facilities

These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.

Volunteer Help

The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.

Investment Income

This is included in the accounts when receivable.

Investment Gains and Losses

This included any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

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NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST AUGUST 2025

1. ACCOUNTING POLICIES (Continued)

Expenditure and Liabilities

Liability Recognition

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Governance Costs

Include costs of the preparation and examination of statutory accounts, the costs of the trustees' meetings and cost of any legal advice to trustees on governance or constitutional matters.

Grants with Performance Conditions

Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SOFA once the recipient of the grant has provided the specified service or output.

Grants Payable without Performance Conditions

These are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to a grant which remain in control of the charity.

Taxation

The charity is exempt from tax on its charitable activities.

Legal Status of the Charity

The charity is a charitable incorporated organisation and has no share capital.

Fixed Assets

Tangible fixed assets for use by the charity, these are capitalised if they can be used for more than one year, and cost at least £1,000. They are valued at cost or, if gifted, at the value to the charity on receipt.

Investments

Investments quoted on a recognised stock exchange are valued at market value at the year end. Other investment assets are included at trustees' best estimate of market value.

There has been no change to the accounting policies (Valuation rules and methods of accounting) since last

Depreciation Expense

Depreciation has been calculated on a reducing balance basis. The rates applied per annum are as follows:

Equipment	25%
Computer Equipment	25%

2. TANGIBLE FIXED ASSETS

		Unrestricted Equipment £	Restricted Equipment £	Total 2024/25 £
Cost	01-Sep-24	-	-	-
Additions		-	-	-
Cost at	31-Aug-25	-	-	-
Depreciation	01-Sep-24	-	-	-
Charge		-	-	-
Depreciation at	31-Aug-25	-	-	-
Net Book Value	31-Aug-25	-	-	-
Net Book Value	31-Aug-24	-	-	-

The annual commitments under non-cancelling operating leases, capital commitments, contingent liabilities are nil.

EQUALITIES WORK
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2025

3. INCOMING RESOURCES

	Unrestricted Funds £	Restricted Funds £	TOTAL 31-Aug-25 £	TOTAL Aug-24 £	31-
a) Donations & Legacies					
Gifts, Tithes & Offerings	-	-	-	-	-
Gift Aid Tax Recoverable	-	-	-	-	-
Grants	19,500	25,228	44,728	28,100	
	19,500	25,228	44,728	28,100	
b) Activities for Generating Funds					
Fundraising Events	-	-	-	-	-
Membership Subscriptions	-	-	-	-	-
Room Hire	-	-	-	-	-
Training Events	-	-	-	-	-
	-	-	-	-	-
c) Investment Income					
Interest	-	-	-	-	-
	-	-	-	-	-
d) Other Incoming Resources					
Sundry Income	-	-	-	-	-
	-	-	-	-	-

EQUALITIES WORK
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NOTES TO THE FINANCIAL STATEMENTS (Continued)
FOR THE YEAR ENDED 31ST AUGUST 2025

4. RESOURCES EXPENDED

	Unrestricted Funds	Restricted Funds	TOTAL 31-Aug-25	TOTAL Aug-24	31-
	£	£	£	£	
a) Costs of Charitable Activities					
Activities & Projects	1,475	16,335	17,810		12,218
Insurance Costs	356	-	356		347
Co-ordinator Fees	1,843	3,422	5,265		10,448
Consultancy Fees	7,598	4,091	11,689		10,483
Volunteers Expenses	-	-	-		-
	11,272	23,848	35,120		33,496
b) Cost of Generating Funds					
Fundraising Event Costs	1,966	-	1,966		3,023
	1,966	-	1,966		3,023
c) Governance Costs					
Bank Charges	-	-	-		-
Depreciation	-	-	-		-
Legal & Professional Fees	220	-	220		220
	220	-	220		220

EQUALITIES WORK
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NOTES TO THE FINANCIAL STATEMENTS (Continued)
FOR THE YEAR ENDED 31ST AUGUST 2025

5. FUNDS

CURRENT FINANCIAL YEAR

	Balance 01-Sep-24	Income	Expenditure	Transfers	Balance 31-Aug-25
	£	£	£	£	£
In the Mix	3,345	10,508	7,487	-	6,366
RCA!	4,103	9,220	12,295	-	1,028
RFS	-	5,500	3,482	-	2,018
Cinema	-	-	584	-	584
Restricted Funds	7,448	25,228	23,848	-	8,828
Core	9,275	19,500	13,458	-	15,317
Unrestricted Funds	9,275	19,500	13,458	-	15,317
TOTAL FUNDS	16,723	44,728	37,306	-	24,145

PREVIOUS FINANCIAL YEAR

	Balance 01-Sep-23	Income	Expenditure	Transfers	Balance 31-Aug-24
	£	£	£	£	£
Total Restricted Funds	7,448	-	-	-	7,448
Total Unrestricted Funds	9,275	-	-	-	9,275
	16,723	-	-	-	16,723

The restricted funds of the charity are wholly represented by cash reserves and are to be expended as specified above.

6. CASH AT BANK AND IN HAND

	Unrestricted Fund £	Restricted Fund £	Total 31-Aug-25 £	Total 31-Aug-24 £
Cash at Bank and in hand	8,828	15,317	24,145	16,723
	8,828	15,317	24,145	16,723

7. DEBTORS & PREPAYMENTS

	Unrestricted Fund £	Restricted Fund £	Total 31-Aug-25 £	Total 31-Aug-24 £
Prepayments	-	-	-	-
Sundry Debtors	-	-	-	-
	-	-	-	-

8. CREDITORS AMOUNTS FALLING DUE WITHIN ONE YEAR

	Unrestricted Fund £	Restricted Fund £	Total 31-Aug-25 £	Total 31-Aug-24 £
Deferred Income	-	-	-	-
Sundry Creditors	-	-	-	-
	0	0	0	-

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NOTES TO THE FINANCIAL STATEMENTS (Continued)
FOR THE YEAR ENDED 31ST AUGUST 2025

9. STAFF COSTS AND NUMBERS

The charity does not operates a PAYE scheme.

10. RECONCILIATION OF MOVEMENT ON CAPITAL AND RESERVES

The Charity does not have a share capital and has no income subject to Corporation Tax.

	31-Aug-25	31-Aug-24
	£	£
Surplus / (Deficit) for the period	7,422	(8,639)
Balance Brought Forward	<u>16,723</u>	<u>25,362</u>
Closing Funds at 31st March 2021	<u>24,145</u>	<u>16,723</u>

11. PAYMENTS TO TRUSTEES & RELATED PARTIES

No payments were made to Trustees or any persons connected with them during this financial period. No material transaction took place between the charity and the Trustees or any person connected with them.

12. RISK ASSESSMENT

The Trustees actively review the major risks which the charity faces on a regular basis and believe that maintaining the free reserves stated combined with the annual review of the controls over key financial systems carried out on an annual basis will provide sufficient resources in the event of adverse conditions. The Trustees have also examined other operational and business risks which they face and confirm that they have established systems to mitigate the significant risks.

13. RESERVES POLICY

Equalities Work is committed to using its resources in pursuit of its charitable objectives. It is also committed however to maintaining a level of reserves that is prudent to meeting ongoing liabilities, sufficient to ensure that all delivery commitments can be met and to protect the long-term future of Equalities Work's operations. Equality Work's policy seeks to balance these priorities by holding a level of reserves which equate to three months expenditure of the charity.

14. PUBLIC BENEFIT

The Charity acknowledges its requirement to demonstrate clearly that it must have charitable purposes or 'aims' that are for the public benefit. Details of how the charity has achieved this are provided in the Trustees report. The Trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the charity should undertake.

INDEPENDENT EXAMINERS REPORT ON THE ACCOUNTS
EQUALITIES WORK
(A CHARITABLE INCORPORATED ORGANISATION)
FOR THE YEAR ENDED 31ST AUGUST 2025

Report to the trustees/ members of Equalities Work on the accounts for the year ended 31st August 2025 set out on pages 9 to 15.

Respective responsibilities of trustees and examiner

The Charity's trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the financial statements. The trustees are satisfied that the audit requirement of Section 144(1) of the Charities Act 2011 (the Act) does not apply, and that there is no requirement in the governing document or constitution of the Charity for the conducting of an audit. As a consequence, the trustees have elected that the financial statements be subject to independent examination.

Having satisfied myself that the charity is not subject to audit, and is eligible for independent examination, it is my responsibility to:-

- a) examine the accounts under section 145 of the Act;
- b) to follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5)(b) of the Act; and;
- c) to state whether particular matters have come to my attention.

Basis of independent examiner's statement

I conducted my examination in accordance with the General Directions given by the Charity Commissioners for England & Wales in relation to the conducting of an independent examination, referred to above. An independent examination includes a review of the accounting records kept by the Charity and of the accounting systems employed by the Charity and a comparison of the financial statements presented with those records. It also includes consideration of any unusual items or disclosures in the financial statements, and seeking explanations from you as trustees concerning such matters. The purpose of the examination is to establish as far as possible that there have been no breaches of the Charities legislation and that the financial statements comply with the SORP, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements.

The procedures undertaken do not provide all the evidence that would be required in an audit, and information supplied by the trustees in the course of the examination is not subjected to audit tests or enquiries, and consequently I do not express an audit opinion on the view given by the financial statements, and in particular, I express no opinion as to whether the financial statements give a true and fair view of the affairs of the charity, and my report is limited to the matters set out in the statement below.

I planned and performed my examination so as to satisfy myself that the objectives of the independent examination are achieved and before finalising the report I obtain written assurances from the trustees of all material matters.

Independent examiner's statement

In the course of my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in, any material respect, the trustees requirements:
 - to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of recommended Practice: Accounting and Reporting by Charities.have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Robin E Headlam ACPA
Partners In Enterprise Ltd
Ground & Lower Ground Floor
9 St Georges Place
Brighton
East Sussex
BN1 4GB



Dated: 4th February 2026