

EQUALITY AND INCLUSION PARTNERSHIP (EQUIP)

England & Wales · Charity number 1169436

Details

Other names EQUIP

Status Registered

Legal form CIO

Registered 2016-09-30

Register [View on the Charity Commission register](#)

Contact

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Rugby Centre
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Activities

Objects: THE PROMOTION OF EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT BY:A) THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF AGE, DISABILITY, GENDER REASSIGNMENT, MARRIAGE AND CIVIL PARTNERSHIP, PREGNANCY AND MATERNITY, RACE, RELIGION OR BELIEF, SEX, SEXUAL ORIENTATION;B) ADVANCING EDUCATION AND RAISING AWARENESS IN EQUALITY AND DIVERSITY;C) PROMOTING ACTIVITIES TO FOSTER GOOD RELATIONS BETWEEN PEOPLE OF DIVERSE BACKGROUNDS;D) CONDUCTING OR COMMISSIONING RESEARCH ON EQUALITY AND DIVERSITY ISSUES AND PUBLISHING THE RESULTS TO THE PUBLIC;E) ADVANCING EQUALITY AND DIVERSITY OF OPPORTUNITY FOR ALL.

Activities: EQuIP provides a casework service tackling discrimination, specialises in community engagement, promotes diversity through the Equality Network and offers trainign and development to individuals, groups and organisations to support diversity and inclusion for all.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Defined Groups

Geography

- Warwickshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£205,190	£229,348	-	-
2024-03-31	£256,610	£215,242	-	-
2023-03-31	£168,641	£249,880	-	-
2022-03-31	£237,804	£163,680	-	-
2021-03-31	£279,258	£190,598	-	-

Trustees

Name	Role	Appointed
Benjamin David Smith		2021-01-28
Christopher David Bain		2018-11-22
KAILASH MISTRY		2016-09-30
KULVINDER SINGH DULAY		2016-09-30
Maninder Kaur Mangat		2023-03-01
Naveen Tangri		2023-01-30
YASEEN AHMEDABADI		2017-09-28

EQUALITY AND INCLUSION PARTNERSHIP (EQUIP)

England & Wales - Charity number 1169436

Accounts

**Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 March 2025
for
Equality and Inclusion Partnership
(EQuIP)**

Locke Williams Associates LLP
Chartered Accountants
Studio 2
50-54 St Pauls Square
Birmingham
West Midlands
B3 1QS

**Equality and Inclusion Partnership
(EQuIP)**

**Contents of the Financial Statements
for the Year Ended 31 March 2025**

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Equality and Inclusion Partnership (EQUIP)

Report of the Trustees for the Year Ended 31 March 2025

The trustees present their report with the financial statements of the charity for the year ended 31 March 2025. 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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The principle activity of the Equality and inclusion Partnership is to promote equality and diversity for the public benefit by:

- (a) The elimination of discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation;
- (b) Advancing education and raising awareness in equality and diversity;
- (c) Promoting activities to foster good relations between people of diverse backgrounds;
- (d) Conducting or commissioning research on equality and diversity issues and publishing the results to the public;
- (e) Advancing equality and diversity of opportunity for all.

Public benefit

As part of the updated Charities Act 2006 all charities need to promote and show how public benefit is being addressed. All activities are undertaken to further the charity's purposes for the public benefit, therefore the trustees have had regard to the Charity Commission's guidance on public benefit.

Equality and Inclusion Partnership (EQuIP)

Report of the Trustees for the Year Ended 31 March 2025

ACHIEVEMENTS AND PERFORMANCE

Achievements and performance

The period from 1 April 2024 to 31 March 2025 has been a year of both challenge and progress for the Equality and Inclusion Partnership (EQuIP). Across Warwickshire, communities have continued to navigate social, economic and global pressures, and the role of EQuIP in promoting fairness, cohesion and equality has never felt more vital. Despite the complexities facing the voluntary, community and social enterprise (VCSE) sector, including sustained financial pressures, rising demand for specialist support and the ongoing strain on partners, EQuIP has remained steadfast in its mission to champion inclusion and challenge inequality wherever it occurs.

Sustaining Impact in a Challenging Landscape

This year, funding constraints and the wider pressures experienced across the VCSE sector required our organisation to work smarter and with renewed focus. Like many charities, we faced capacity challenges that inevitably shaped how we prioritised our work. Yet these pressures reinforced the strength of our partnerships and highlighted the essential nature of our specialist support for those experiencing discrimination and hate.

Global and national events, including tensions arising from conflict overseas, community divisions and the growth of far-right activity, continued to influence local experiences in Warwickshire. These trends underscored the need for trusted organisations such as EQuIP to provide reassurance, promote community resilience and offer clear pathways for reporting discrimination and hate crime. Our work this year reflects our commitment to ensuring that every voice is heard and every community feels supported.

Strengthening Partnerships and Community Connections

A significant feature of 2024-2025 has been the deepening of our collaborations with Warwickshire County Council and partners across public, voluntary and community sectors. Whether through the Kind Communities and Kind Food initiatives, our contributions to hate crime strategy development or our role in community safety conversations, these partnerships continue to underpin our collective efforts to create a more inclusive Warwickshire.

Our engagement across the county, from cultural celebrations to community reassurance work, from autism awareness events to hate crime workshops, demonstrates EQuIP's ability to respond thoughtfully to local needs. The work carried out around the planned Britain First march in Nuneaton exemplified this: through close partnership working, we helped ensure that local communities felt informed, heard and supported during a period of tension.

Expanding Support Through Volunteer Development

One of the most positive developments this year has been the introduction of a new volunteer coordination function, funded by Warwickshire County Council's Migration Team. This role represents an exciting step forward in strengthening countywide support for Asylum Seekers, Refugees and newly arrived migrant communities. The volunteer landscape in Warwickshire is rich but diverse, and this new function will help bring greater alignment, visibility and consistency to local provision. It also signals renewed recognition of EQuIP's expertise in coordinating inclusive, community-based support.

For further information regarding EQuIP's activities, please visit www.equipequality.org.uk.

Equality and Inclusion Partnership (EQuIP)

Report of the Trustees for the Year Ended 31 March 2025

FINANCIAL REVIEW

Our financial positioning

This financial year has been one of both consolidation and careful stewardship for EQuIP. While we continue to secure the confidence of partners and funders through successful delivery of our programmes, our year-end position reflects the financial pressures facing much of the voluntary and community sector. The charity reports net expenditure of £24,158, compared with a surplus in the previous year, and our total funds have reduced accordingly from £123,809 to £99,651. This shift requires context to be properly understood.

A significant element of this deficit arises from the completion of several restricted projects for which income had been received and recognised in earlier periods. As these projects concluded during 2024-2025, their associated expenditure was realised in this year's accounts, resulting in restricted funds reducing to £0 at year-end. This is an expected and appropriate accounting outcome for multi-year projects, yet it creates a headline deficit which does not reflect a structural or ongoing financial weakness.

Importantly, our unrestricted reserves have strengthened, rising from £60,674 to £99,651, providing the charity with essential stability during a period of sector-wide financial uncertainty. This improvement reflects our continued success in delivering core commissioned work, prudent cost control and effective use of unrestricted income to support our strategic priorities. Our liquidity remains sound, with £95,742 held in cash, ensuring we are positioned to meet short-term obligations and maintain operational continuity.

Nonetheless, the environment in which we operate remains challenging. Reduced availability of grant funding, increased competition across the VCSE sector and rising demand for our services, all place pressure on our financial sustainability. We are responding proactively by diversifying income sources, strengthening relationships with existing funders and seeking new opportunities that align with our mission and expertise.

As we look to the year ahead, our focus is on balancing resilience with responsibility. We will continue to deliver high-quality services to marginalised communities while investing wisely in organisational capacity where required. The Board and senior leadership remain committed to transparent reporting, robust financial planning and ensuring that every pound is used to maximise our social impact.

We extend our sincere thanks to all our funders, partners and supporters. Your continued commitment enables EQuIP to play a vital role in promoting equality, inclusion and community cohesion across Warwickshire, particularly at a time when our work has never been more needed.

Reserves policy

The Board of Trustees considers it essential that EQuIP maintains an appropriate level of reserves to ensure continuity of operations, support the delivery of long-term projects, and protect the charity against unforeseen financial pressures. In line with good governance and sector practice, the Board has set a target reserves level equivalent to three months of the Charity's general expenditure. Based on this year's total expenditure of £229,348, this equates to a target reserve of approximately £57,000.

At the year-end, the Charity held total reserves of £99,651, all of which relate to unrestricted funds. No restricted funds remain, as all project-specific income received in prior years has now been fully utilised for its intended purposes during this financial year. The unrestricted balance therefore represents the charity's freely available reserves and provides a stable platform from which to meet ongoing commitments.

The current level of unrestricted reserves places the organisation above the minimum threshold set by the Board, reflecting prudent financial management during a challenging operating environment. This strengthened position offers reassurance that EQuIP is able to meet short-term liabilities, manage cash flow effectively and continue delivering essential services while navigating fluctuations in income across the voluntary and community sector.

The Board will continue to review the Reserves Policy annually to ensure it remains appropriate, proportionate, and aligned with both the charity's risk profile and its strategic ambitions.

Equality and Inclusion Partnership (EQuIP)

Report of the Trustees for the Year Ended 31 March 2025

PLANS FOR THE FUTURE

As we reflect on the past year, it is clear that EQuIP has continued to deliver meaningful impact during a period of significant pressure for the VCSE sector. Our team, trustees and partners have shown resilience, creativity and a shared commitment to ensuring that Warwickshire remains a place where diversity is valued and equality matters.

The coming year will undoubtedly bring fresh challenges, but also real opportunities. With strengthened partnerships, new volunteer-focused capacity and a continued dedication to tackling discrimination and hate, EQuIP enters the next year with optimism and determination. We remain committed to amplifying marginalised voices, supporting communities through change, and working collaboratively to build a county where everyone feels safe, respected and able to thrive.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Charity constitution and governing document

The Equality and Inclusion Partnership is a Charitable Incorporated Organisation (CIO registration number 1169436) and is governed by its constitution.

Recruitment and appointment of new trustees

The Board of Trustees is responsible for the management of the Charity. The day to day running of the charity is by the CEO Junaid Hussain. The Board meets at least six times a year. Apart from the first charity trustees, every trustee is appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees. In selecting individuals for appointment as charity trustees, the charity trustees has regard to the skills, knowledge and experience needed for the effective administration of the CIO. Employment and Finance sub committees have been established, each meeting at least three times per year.

Induction and training of new trustees

New Trustees have access to sessions to brief them on their legal obligations under charity and company law, the content of the Constitution, the committee and decision-making processes, the business plan and recent financial performance of the Charity. Trustees have regular opportunity to meet key employees and other Trustees. Trustees are able to attend appropriate external training events where these will facilitate the undertaking of the role. A Trustee Handbook has been compiled to provide key information and is available to all current Trustees.

Trustees expenses

Trustee Expenses - None given during the period 2024/2025.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Financial risks are assessed by the EQuIP Trustees on a regular basis and all actions are conducted in accordance with EQuIP's Financial Management Protocol.

Qualifying indemnity provision

During the year the Charity took out Trustees Indemnity insurance.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1169436

Principal address

Warwickshire College
Rugby Centre
Rugby
CV21 1AR

**Equality and Inclusion Partnership
(EQuIP)**

**Report of the Trustees
for the Year Ended 31 March 2025**

Trustees

K Dulay - Treasurer
K Mistry - Chair
Y Ahmedabadi
C Bain
Y P Tara (resigned 19.11.24)
B Smith - Vice Chair
S Hammond (resigned 1.10.24)
M Mangat
N Tangri

Independent Examiner

David J Williams FCA FCCA
Locke Williams Associates LLP
Chartered Accountants
Studio 2
50-54 St Pauls Square
Birmingham
West Midlands
B3 1QS

Approved by order of the board of trustees on 13 January 2026 and signed on its behalf by:

K.S. Dulay

[Kulvinder Singh Dulay \(Jan 21, 2026 20:25:38 GMT\)](#)

K Dulay - Trustee

**Independent Examiner's Report to the Trustees of
Equality and Inclusion Partnership
(EQuIP)**

Independent examiner's report to the trustees of Equality and Inclusion Partnership (EQuIP)

I report to the charity trustees on my examination of the accounts of Equality and Inclusion Partnership (EQuIP) (the Trust) for the year ended 31 March 2025.

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.



David J Williams FCA FCCA

Locke Williams Associates LLP
Chartered Accountants
Studio 2
50-54 St Pauls Square
Birmingham
West Midlands
B3 1QS

14 January 2026

**Equality and Inclusion Partnership
(EQuIP)**

**Statement of Financial Activities
for the Year Ended 31 March 2025**

	Notes	Unrestricted fund £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	13,220	55,190	68,410	117,395
Charitable activities	4				
Charitable activities		136,622	-	136,622	139,024
Investment income	3	158	-	158	191
Total		150,000	55,190	205,190	256,610
EXPENDITURE ON					
Charitable activities	5				
Charitable activities		111,023	118,325	229,348	215,242
NET INCOME/(EXPENDITURE)		38,977	(63,135)	(24,158)	41,368
RECONCILIATION OF FUNDS					
Total funds brought forward		60,674	63,135	123,809	82,441
TOTAL FUNDS CARRIED FORWARD		99,651	-	99,651	123,809

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

**Equality and Inclusion Partnership
(EQuIP)**

**Balance Sheet
31 March 2025**

	Notes	31.3.25 £	31.3.24 £
FIXED ASSETS			
Tangible assets	10	2,016	-
CURRENT ASSETS			
Debtors	11	4,197	4,197
Cash at bank and in hand		95,742	126,406
		99,939	130,603
CREDITORS			
Amounts falling due within one year	12	(2,304)	(6,794)
NET CURRENT ASSETS		97,635	123,809
TOTAL ASSETS LESS CURRENT LIABILITIES		99,651	123,809
NET ASSETS		99,651	123,809
FUNDS	14		
Unrestricted funds		99,651	60,674
Restricted funds		-	63,135
TOTAL FUNDS		99,651	123,809

The financial statements were approved by the Board of Trustees and authorised for issue on 13 January 2026 and were signed on its behalf by:

K.S. Dulay

Kulvinder Singh Dulay (Jan 21, 2026 20:25:38 GMT)

K Dulay - Trustee

Equality and Inclusion Partnership (EQUIP)

Notes to the Financial Statements for the Year Ended 31 March 2025

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.

The financial statements are prepared in sterling, which is the functional currency of the entity and rounded to the nearest £.

Financial reporting standard 102 - reduced disclosure exemptions

The charity has taken advantage of the following disclosure exemption in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

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. The following specific policies are applied to particular categories of income:

- o income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- o legacy income is recognised when receipt is probable and entitlement is established.
- o income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- o income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent. in which case it may be regarded as restricted

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.

- o expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- o expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

**Equality and Inclusion Partnership
(EQUIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2025**

1. ACCOUNTING POLICIES - continued

Expenditure

- o other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

Allocation and apportionment of costs

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

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 - 33% 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.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

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.

Financial instruments

The charity only has basic financial instruments.

Financial assets

Financial assets comprise items such as cash at bank and in hand and trade and other debtors. These are initially recorded at cost on the date they originate, the charity considers evidence of impairment for all individual elements comprising financial assets and any subsequent impairment is recognised in income and expenditure.

Financial liabilities

Financial liabilities comprise items such as PAYE and other taxes, bank and other loans, accruals and trade and other creditors. These are initially recorded at cost on the date they originate, net of transaction costs where applicable, the charity considers evidence of impairment for all individual elements comprising financial liabilities and any subsequent impairment is recognised in income and expenditure.

**Equality and Inclusion Partnership
(EQuIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2025**

2. DONATIONS AND LEGACIES

	31.3.25	31.3.24
	£	£
Grants	67,690	115,748
Other income	720	1,647
	<u>68,410</u>	<u>117,395</u>

Grants received, included in the above, are as follows:

	31.3.25	31.3.24
	£	£
Warwickshire Police	10,500	12,252
NBBC	-	250
National Lottery Community Fund	-	9,995
Think Active	-	4,960
North Warwickshire Borough Council	-	2,000
WCC Migration Department	-	19,980
WCC Community Partnerships	-	25,000
UHCW – NHS Trust	-	41,311
WCC Migration Role	48,590	-
Warwickshire CC - Migration Fund	2,600	-
CWPT	6,000	-
	<u>67,690</u>	<u>115,748</u>

3. INVESTMENT INCOME

	31.3.25	31.3.24
	£	£
Deposit account interest	158	191
	<u>158</u>	<u>191</u>

4. INCOME FROM CHARITABLE ACTIVITIES

		31.3.25	31.3.24
	Activity	£	£
WCC Equality Services			
Contract	Charitable activities	135,372	137,539
Other income	Charitable activities	1,250	1,485
		<u>136,622</u>	<u>139,024</u>

**Equality and Inclusion Partnership
(EQUIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2025**

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 6) £	Totals £
Charitable activities	<u>227,668</u>	<u>1,680</u>	<u>229,348</u>

6. SUPPORT COSTS

	Governance costs £
Charitable activities	<u>1,680</u>

Governance costs include:

	31.3.22 £	31.3.22 £
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>1,620</u>	<u>1,440</u>

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

8. STAFF COSTS

	31.3.25 £	31.3.24 £
Wages and salaries	141,405	159,340
Social security costs	6,210	9,719
Other pension costs	6,113	6,422
	<u>153,728</u>	<u>175,481</u>

The average monthly number of employees during the year was as follows:

	31.3.25	31.3.24
Number of staff	<u>6</u>	<u>6</u>

No employees received emoluments in excess of £60,000.

**Equality and Inclusion Partnership
(EQUIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2025**

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	-	117,395	117,395
Charitable activities			
Charitable activities	139,024	-	139,024
Investment income	191	-	191
Total	<u>139,215</u>	<u>117,395</u>	<u>256,610</u>
EXPENDITURE ON			
Charitable activities			
Charitable activities	<u>160,982</u>	<u>54,260</u>	<u>215,242</u>
NET INCOME/(EXPENDITURE)	(21,767)	63,135	41,368
RECONCILIATION OF FUNDS			
Total funds brought forward	82,441	-	82,441
TOTAL FUNDS CARRIED FORWARD	<u>60,674</u>	<u>63,135</u>	<u>123,809</u>

10. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 April 2024	4,383
Additions	3,024
At 31 March 2025	7,407
DEPRECIATION	
At 1 April 2024	4,383
Charge for year	1,008
At 31 March 2025	5,391
NET BOOK VALUE	
At 31 March 2025	2,016
At 31 March 2024	-

**Equality and Inclusion Partnership
(EQUIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2025**

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25	31.3.24
	£	£
Trade debtors	4,197	4,197

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25	31.3.24
	£	£
Trade creditors	624	624
Social security and other taxes	-	2,930
Accruals and deferred income	1,680	3,240
	2,304	6,794

13. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
Fixed assets	2,016	-	2,016	-
Current assets	99,939	-	99,939	130,603
Current liabilities	(2,304)	-	(2,304)	(6,794)
	99,651	-	99,651	123,809

14. MOVEMENT IN FUNDS

	At 1.4.24 £	Net movement in funds £	At 31.3.25 £
Unrestricted funds			
General fund	60,674	38,977	99,651
Restricted funds			
Migration Audit	9,990	(9,990)	-
Migration Post	12,147	(12,147)	-
WCC Cost of Living Grant	10,000	(10,000)	-
UHCW Audit	15,556	(15,556)	-
UHCW Training	14,442	(14,442)	-
NWBC	1,000	(1,000)	-
	63,135	(63,135)	-
TOTAL FUNDS	123,809	(24,158)	99,651

**Equality and Inclusion Partnership
(EQuIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2025**

14. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	150,000	(111,023)	38,977
Restricted funds			
Migration Audit	-	(9,990)	(9,990)
Migration Post	48,590	(60,737)	(12,147)
WCC Cost of Living Grant	-	(10,000)	(10,000)
UHCW Audit	-	(15,556)	(15,556)
UHCW Training	-	(14,442)	(14,442)
NWBC	-	(1,000)	(1,000)
CWPT	3,000	(3,000)	-
CWPT2	3,000	(3,000)	-
Migrant Communities Fund	600	(600)	-
	<u>55,190</u>	<u>(118,325)</u>	<u>(63,135)</u>
TOTAL FUNDS	<u>205,190</u>	<u>(229,348)</u>	<u>(24,158)</u>

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	82,441	(21,767)	60,674
Restricted funds			
Migration Audit	-	9,990	9,990
Migration Post	-	12,147	12,147
WCC Cost of Living Grant	-	10,000	10,000
UHCW Audit	-	15,556	15,556
UHCW Training	-	14,442	14,442
NWBC	-	1,000	1,000
	<u>-</u>	<u>63,135</u>	<u>63,135</u>
TOTAL FUNDS	<u>82,441</u>	<u>41,368</u>	<u>123,809</u>

**Equality and Inclusion Partnership
(EQUIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2025**

14. 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	139,215	(160,982)	(21,767)
Restricted funds			
Migration Audit	19,980	(9,990)	9,990
Migration Post	12,147	-	12,147
WCC Cost of Living Grant	25,000	(15,000)	10,000
UHCW Audit	25,556	(10,000)	15,556
UHCW Training	15,755	(1,313)	14,442
NWBC	2,000	(1,000)	1,000
NLCF - Windrush Project	9,995	(9,995)	-
Think Active Project	4,960	(4,960)	-
NBBC	250	(250)	-
Warwickshire Police WST events	1,752	(1,752)	-
	<u>117,395</u>	<u>(54,260)</u>	<u>63,135</u>
TOTAL FUNDS	<u>256,610</u>	<u>(215,242)</u>	<u>41,368</u>

Included in restricted funds carried forward are:

	31.3.24	31.3.23
	£	£
Migration Audit	9,990	-
Migration Post	12,147	-
Kind Communities, Kind Foods Project	10,000	-
UHCW Audit	15,556	-
UHCW Training	14,442	-
North Warwickshire Disability Forum	1,000	-
	<u>63,135</u>	<u>-</u>

15. EMPLOYEE BENEFIT OBLIGATIONS

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £6,113 (2024:£6,423).

**Equality and Inclusion Partnership
(EQulP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2025**

16. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2025.

EQUALITY AND INCLUSION PARTNERSHIP (EQUIP)

England & Wales - Charity number 1169436

Accounts

**Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 March 2024
for
Equality and Inclusion Partnership
(EQuIP)**

Locke Williams Associates LLP
Chartered Accountants
c/o Blackthorn House
St Pauls Square
Birmingham
West Midlands
B3 1RL

**Equality and Inclusion Partnership
(EQuIP)**

**Contents of the Financial Statements
for the Year Ended 31 March 2024**

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Equality and Inclusion Partnership (EQUIP)

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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The principle activity of the Equality and inclusion Partnership is to promote equality and diversity for the public benefit by:

- (a) The elimination of discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation;
- (b) Advancing education and raising awareness in equality and diversity;
- (c) Promoting activities to foster good relations between people of diverse backgrounds;
- (d) Conducting or commissioning research on equality and diversity issues and publishing the results to the public;
- (e) Advancing equality and diversity of opportunity for all.

Public benefit

As part of the updated Charities Act 2006 all charities need to promote and show how public benefit is being addressed. All activities are undertaken to further the charity's purposes for the public benefit, therefore the trustees have had regard to the Charity Commission's guidance on public benefit.

Equality and Inclusion Partnership (EQuIP)

Report of the Trustees for the Year Ended 31 March 2024

ACHIEVEMENT AND PERFORMANCE

Achievements and performance

The past year, from 1st April 2023 - 31 March 2024, has underscored the essential role of the Equality and Inclusion Partnership (EQuIP) in fostering a fairer, more inclusive society. Despite the significant challenges EQuIP faced, including internal capacity, heightened global tensions, and rising community needs, the charity has remained dedicated to its mission. This report captures both the obstacles and the positive impacts of their initiatives, achieved through steadfast partnerships, community-centred projects, and innovative responses to evolving needs.

A massively difficult year for our Board and Team

January 2024 proved to be a particularly difficult month for EQuIP with the untimely and sudden loss of the Chair of our Board, Dr James Shera MBE and much missed trustee Suki Rai.

The loss of such dear friends cannot be easily quantified and EQuIP join their families, friends and professional colleagues in remembering their great achievements and celebrate their work in championing equality, diversity, equity and inclusion, throughout their lives. Their commitment to serving, helping and supporting others in Warwickshire and further afield is irreplaceable. They are very sorely missed.

Challenges and Opportunities for Growth

EQuIP, like much of the Third Sector, encountered a range of capacity and staffing issues this year. These challenges, coupled with increased competition for funding, impacted EQuIP's ability to respond fully to the rising demand for their services. Additionally, global events such as the conflicts in Ukraine and the Middle East, along with racial and community tensions, highlighted the need for EQuIP's work in building understanding and cohesion. These external factors brought unique stresses to Warwickshire's communities, reinforcing EQuIP's role in facilitating dialogue, addressing hate, and supporting marginalised voices.

Strengthening Local Partnerships and Initiatives

A key highlight of this year has been EQuIP's expanded collaboration with Warwickshire County Council (WCC) and other local partners to deliver impactful community programmes. The partnership with WCC brought projects such as Kind Communities and the Kind Food Project to life, emphasising compassion and support for vulnerable residents. Through these initiatives, EQuIP promoted access to nutritious food and fostered cohesion and understanding as core community values. Working closely with Warwickshire's Community Partnerships Team, EQuIP held several community events over the year, each designed to build local connections, celebrate diversity, and empower residents to participate actively in community-led food activities.

Through its work with the Warwickshire Hate Crime Partnership, EQuIP contributed to the development of a refreshed hate crime strategy and action plan, aiming to make Warwickshire a safer, more inclusive place for everyone. This collaboration underscores EQuIP's commitment to tackling hate crime proactively and ensuring that those affected by hate have access to the support and justice they need.

A Positive Impact Amid Adversity

EQuIP's work this year has been both rewarding and essential, as it focused on meeting the communities' most pressing needs, despite the constraints imposed by capacity shortages. Through dedicated teamwork, creative problem-solving, and vital partnerships, EQuIP has been able to sustain its services and even broaden its impact in areas such as hate crime prevention, food accessibility, and support for SEND families.

Our key achievements during the year 2023-24 include:

- o 34% increase in discrimination and hate cases dealt with during the year
- o Cases from across all 5 districts
- o 42% increase in hate reports received
- o Dealt with 75 community equality issues
- o Trained 52 organisations and 197 individuals on subjects within the context of equality, diversity and inclusion.

For further information regarding EQuIP's activities, please visit www.equipequality.org.uk.

Equality and Inclusion Partnership (EQuIP)

Report of the Trustees for the Year Ended 31 March 2024

FINANCIAL REVIEW

Our financial positioning

We are pleased to report that this financial year, our charity has achieved a surplus. This outcome reflects our success in securing income for larger projects, a milestone that underscores the confidence our partners, funders, and stakeholders have in the critical work we deliver. However, it's essential to provide context for this surplus, as its appearance may be somewhat misleading. While the year-end financial position is positive, a significant portion of these funds is allocated for projects that will commence in the upcoming year. Thus, the expenditure associated with these projects has not yet been realised in this year's accounts and will impact the financial position in the next financial cycle.

Throughout the year, we prioritised applying for and securing funding that would allow us to undertake initiatives aligned with our strategic objectives. Our successful applications for multi-year projects have equipped us with the resources to expand our impact, reach marginalised communities more effectively, and reinforce our organisation's infrastructure to support sustainable growth. The income generated for these projects reflects our proactive approach to identifying funding opportunities that support our mission.

It is, however, essential to highlight that these funds are often subject to strict spending guidelines and are earmarked for specific purposes. This means that while we show a financial surplus on paper for this year, we have a corresponding commitment to deliver the project outcomes in line with funders' requirements. For transparency, this income has been recognised in the current financial year as per accounting standards, but the expenditure related to these projects will predominantly occur in the following year. As a result, our accounts for the upcoming year will reflect the cost of delivering these projects, which will offset much of the apparent surplus we see today.

Looking ahead, we are focused on balancing income generation with prudent financial management to ensure we can sustain our operations and maintain our commitments. While this year's surplus marks an encouraging milestone, our strategy will continue to centre on transparency, responsibility, and thoughtful planning. Our objective remains to make a meaningful, sustainable impact in the communities we serve, ensuring that every pound is allocated wisely and in line with our mission.

Thank you to our supporters, funders, and partners who make this work possible. Your belief in our mission empowers us to pursue a fairer, more inclusive society, and we look forward to realising these goals together in the coming year.

Reserves policy

The Board of Trustees considers that, given the need to ensure the completion of long term projects and protect the work of the Charity, reserves should be set at a level equivalent to three months of the Charity's general expenditure.

The Charity currently holds total reserves of £123,809 of which £63,135 are held for restricted purposes. The remaining £60,674 of unrestricted funds represent the charity's freely available reserves.

PLANS FOR THE FUTURE

As the financial year draws to a close, EQuIP remains steadfast in its commitment to a future that is fair, inclusive, and supportive for all. EQuIP's focus in the coming year will be on increasing its staffing capacity to meet the growing needs of Warwickshire's communities and strengthen its ability to deliver high-quality, impactful services. Alongside this, EQuIP will continue to develop its existing programmes and initiate new projects that address the emerging challenges faced by individuals across Warwickshire.

EQuIP is grateful to Warwickshire County Council, Warwickshire Police, University Hospital Coventry and Warwickshire, and its many partners and supporters, as well as the resilient members of the community who make EQuIP's work possible. With continued dedication and collaboration, EQuIP will tackle these challenges head-on, harnessing the strength of its partnerships to amplify impact and advance the vision of an inclusive society.

This report reflects not only EQuIP's achievements but its enduring belief in the power of community-driven change. EQuIP looks forward to the coming year with hope, resilience, and renewed determination to make Warwickshire a place where everyone has the opportunity to thrive and is treated fairly, with dignity and respect.

Equality and Inclusion Partnership (EQuIP)

Report of the Trustees for the Year Ended 31 March 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Charity constitution and governing document

The Equality and Inclusion Partnership is a Charitable Incorporated Organisation (CIO registration number 1169436) and is governed by its constitution.

Recruitment and appointment of new trustees

The Board of Trustees is responsible for the management of the Charity. The day to day running of the charity is by the CEO Junaid Hussain. The Board meets at least six times a year. Apart from the first charity trustees, every trustee is appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees. In selecting individuals for appointment as charity trustees, the charity trustees have regard to the skills, knowledge and experience needed for the effective administration of the CIO. Employment and Finance sub committees have been established, each meeting at least three times per year.

Induction and training of new trustees

New Trustees have access to sessions to brief them on their legal obligations under charity and company law, the content of the Constitution, the committee and decision-making processes, the business plan and recent financial performance of the Charity. Trustees have regular opportunity to meet key employees and other Trustees. Trustees are able to attend appropriate external training events where these will facilitate the undertaking of the role. A Trustee Handbook has been compiled to provide key information and is available to all current Trustees.

Trustees expenses

Trustee Expenses - None given during the period 2023/2024.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Financial risks are assessed by the EQuIP Trustees on a regular basis and all actions are conducted in accordance with EQuIP's Financial Management Protocol.

Qualifying indemnity provision

During the year the Charity took out Trustees Indemnity insurance.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1169436

Principal address

Warwickshire College
Rugby Centre
Rugby
CV21 1AR

Trustees

Dr J Shera (deceased 15.1.24)
K Dulay - Treasurer
K Mistry - Vice Chair
Y Ahmedabadi
C Bain
Y P Tara
B Smith
S Hammond
S Rai (deceased 8.1.24)
M Mangat
N Tangri

**Equality and Inclusion Partnership
(EQuIP)**

**Report of the Trustees
for the Year Ended 31 March 2024**

REFERENCE AND ADMINISTRATIVE DETAILS

Independent Examiner

David J Williams FCA FCCA
Locke Williams Associates LLP
Chartered Accountants
c/o Blackthorn House
St Pauls Square
Birmingham
West Midlands
B3 1RL

Approved by order of the board of trustees on 19 November 2024 and signed on its behalf by:


Kulvinder Singh Dulay (Nov 25, 2024 20:10 GMT)

K Dulay - Trustee

**Independent Examiner's Report to the Trustees of
Equality and Inclusion Partnership
(EQuIP)**

Independent examiner's report to the trustees of Equality and Inclusion Partnership (EQuIP)

I report to the charity trustees on my examination of the accounts of Equality and Inclusion Partnership (EQuIP) (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

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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.



David J Williams FCA FCCA

Locke Williams Associates LLP
Chartered Accountants
c/o Blackthorn House
St Pauls Square
Birmingham
West Midlands
B3 1RL

26/11/2024

Date:

**Equality and Inclusion Partnership
(EQuIP)**

**Statement of Financial Activities
for the Year Ended 31 March 2024**

	Notes	Unrestricted fund £	Restricted fund £	31.3.24 Total funds £	31.3.23 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	-	117,395	117,395	32,981
Charitable activities	4				
Charitable activities		139,024	-	139,024	135,660
Investment income	3	191	-	191	-
Total		139,215	117,395	256,610	168,641
EXPENDITURE ON					
Charitable activities	5				
Charitable activities		160,982	54,260	215,242	249,880
NET INCOME/(EXPENDITURE)		(21,767)	63,135	41,368	(81,239)
RECONCILIATION OF FUNDS					
Total funds brought forward		82,441	-	82,441	163,680
TOTAL FUNDS CARRIED FORWARD		60,674	63,135	123,809	82,441
CONTINUING OPERATIONS					
All income and expenditure has arisen from continuing activities.					

The notes form part of these financial statements

**Equality and Inclusion Partnership
(EQuIP)**

**Balance Sheet
31 March 2024**

	Notes	31.3.24 £	31.3.23 £
FIXED ASSETS			
Tangible assets	10	-	446
CURRENT ASSETS			
Debtors	11	4,197	4,197
Cash at bank and in hand		126,406	85,125
		130,603	89,322
CREDITORS			
Amounts falling due within one year	12	(6,794)	(7,327)
NET CURRENT ASSETS		123,809	81,995
TOTAL ASSETS LESS CURRENT LIABILITIES		123,809	82,441
NET ASSETS		123,809	82,441
FUNDS	15		
Unrestricted funds		60,674	82,441
Restricted funds		63,135	-
TOTAL FUNDS		123,809	82,441

The financial statements were approved by the Board of Trustees and authorised for issue on 19 November 2024 and were signed on its behalf by:

Kulvinder Singh Dulay
Kulvinder Singh Dulay (Nov 25, 2024 20:10 GMT)

K Dulay - Trustee

Equality and Inclusion Partnership (EQUIP)

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.

The financial statements are prepared in sterling, which is the functional currency of the entity and rounded to the nearest £.

Financial reporting standard 102 - reduced disclosure exemptions

The charity has taken advantage of the following disclosure exemption in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

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. The following specific policies are applied to particular categories of income:

- o income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- o legacy income is recognised when receipt is probable and entitlement is established.
- o income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- o income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent. in which case it may be regarded as restricted

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.

- o expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- o expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

**Equality and Inclusion Partnership
(EQUIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2024**

1. ACCOUNTING POLICIES - continued

Expenditure

- o other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

Allocation and apportionment of costs

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

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 - 33% 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.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

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.

Financial instruments

The charity only has basic financial instruments.

Financial assets

Financial assets comprise items such as cash at bank and in hand and trade and other debtors. These are initially recorded at cost on the date they originate, the charity considers evidence of impairment for all individual elements comprising financial assets and any subsequent impairment is recognised in income and expenditure.

Financial liabilities

Financial liabilities comprise items such as PAYE and other taxes, bank and other loans, accruals and trade and other creditors. These are initially recorded at cost on the date they originate, net of transaction costs where applicable, the charity considers evidence of impairment for all individual elements comprising financial liabilities and any subsequent impairment is recognised in income and expenditure.

**Equality and Inclusion Partnership
(EQUIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2024**

2. DONATIONS AND LEGACIES

	31.3.24	31.3.23
	£	£
Grants	115,748	32,583
Other income	1,647	398
	<u>117,395</u>	<u>32,981</u>

Grants received, included in the above, are as follows:

	31.3.24	31.3.23
	£	£
PCC Grants	-	5,000
Warwickshire Police	12,252	10,500
Erasmus + Supeer	-	3,933
NHS Coventry & Rugby	-	4,000
NBBC	250	-
Warwickshire Wildlife Trust	-	4,650
SDC Engagement	-	4,500
National Lottery Community Fund	9,995	-
Think Active	4,960	-
North Warwickshire Borough Council	2,000	-
WCC Migration Department	19,980	-
WCC Community Partnerships	25,000	-
UHCW – NHS Trust	41,311	-
	<u>115,748</u>	<u>32,583</u>

3. INVESTMENT INCOME

	31.3.24	31.3.23
	£	£
Deposit account interest	191	-

4. INCOME FROM CHARITABLE ACTIVITIES

	31.3.24	31.3.23
	£	£
WCC Equality Services		
Contract	137,539	135,375
Other income	1,485	285
	<u>139,024</u>	<u>135,660</u>

**Equality and Inclusion Partnership
(EQUIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2024**

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 6) £	Totals £
Charitable activities	<u>213,622</u>	<u>1,620</u>	<u>215,242</u>

6. SUPPORT COSTS

	Governance costs £
Charitable activities	<u>1,620</u>

Governance costs include:

	31.3.22 £	31.3.22 £
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>1,620</u>	<u>1,440</u>

7. 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.

8. STAFF COSTS

	31.3.24 £	31.3.23 £
Wages and salaries	159,340	199,691
Social security costs	9,719	13,853
Other pension costs	6,422	7,926
	<u>175,481</u>	<u>221,470</u>

The average monthly number of employees during the year was as follows:

	31.3.24	31.3.23
Number of staff	<u>6</u>	<u>8</u>

No employees received emoluments in excess of £60,000.

**Equality and Inclusion Partnership
(EQUIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2024**

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	14,831	18,150	32,981
Charitable activities			
Charitable activities	135,660	-	135,660
Total	150,491	18,150	168,641
EXPENDITURE ON			
Charitable activities			
Charitable activities	231,730	18,150	249,880
NET INCOME/(EXPENDITURE)	(81,239)	-	(81,239)
RECONCILIATION OF FUNDS			
Total funds brought forward	163,680	-	163,680
TOTAL FUNDS CARRIED FORWARD	82,441	-	82,441

10. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 April 2023 and 31 March 2024	4,383
DEPRECIATION	
At 1 April 2023	3,937
Charge for year	446
At 31 March 2024	4,383
NET BOOK VALUE	
At 31 March 2024	-
At 31 March 2023	446

**Equality and Inclusion Partnership
(EQUIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2024**

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.24	31.3.23
	£	£
Trade debtors	4,197	4,197
	<u><u> </u></u>	<u><u> </u></u>

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.24	31.3.23
	£	£
Trade creditors	624	624
Social security and other taxes	2,930	4,320
Other creditors	-	763
Accruals and deferred income	3,240	1,620
	<u><u>6,794</u></u>	<u><u>7,327</u></u>

13. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.3.24	31.3.23
	£	£
Within one year	6,589	3,528
	<u><u> </u></u>	<u><u> </u></u>

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund	Restricted fund	31.3.24 Total funds	31.3.23 Total funds
	£	£	£	£
Fixed assets	-	-	-	446
Current assets	67,468	63,135	130,603	89,322
Current liabilities	(6,794)	-	(6,794)	(7,327)
	<u><u>60,674</u></u>	<u><u>63,135</u></u>	<u><u>123,809</u></u>	<u><u>82,441</u></u>

15. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	82,441	(21,767)	60,674
Restricted funds			
Restricted Funds	-	63,135	63,135
TOTAL FUNDS	<u><u>82,441</u></u>	<u><u>41,368</u></u>	<u><u>123,809</u></u>

**Equality and Inclusion Partnership
(EQuIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2024**

15. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	139,215	(160,982)	(21,767)
Restricted funds			
Restricted Funds	117,395	(54,260)	63,135
TOTAL FUNDS	<u>256,610</u>	<u>(215,242)</u>	<u>41,368</u>

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	163,680	(81,239)	82,441
TOTAL FUNDS	<u>163,680</u>	<u>(81,239)</u>	<u>82,441</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	150,491	(231,730)	(81,239)
Restricted funds			
Restricted Funds	18,150	(18,150)	-
TOTAL FUNDS	<u>168,641</u>	<u>(249,880)</u>	<u>(81,239)</u>

Included in restricted funds carried forward are:

	31.3.24 £	31.3.23 £
Migration Audit	9,990	-
Migration Post	12,147	-
Kind Communities, Kind Foods Project	10,000	-
UHCW Audit	15,556	-
UHCW Training	14,442	-
North Warwickshire Disability Forum	1,000	-
	<u>63,135</u>	<u>-</u>

**Equality and Inclusion Partnership
(EQuIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2024**

16. EMPLOYEE BENEFIT OBLIGATIONS

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £6,423 (2023:£7,926).

17. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2024.

EQUALITY AND INCLUSION PARTNERSHIP (EQUIP)

England & Wales - Charity number 1169436

Accounts

**Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 March 2023
for
Equality and Inclusion Partnership
(EQuIP)**

Locke Williams Associates LLP
Chartered Accountants
c/o Blackthorn House
St Pauls Square
Birmingham
West Midlands
B3 1RL

**Equality and Inclusion Partnership
(EQuIP)**

**Contents of the Financial Statements
for the Year Ended 31 March 2023**

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Independent Examiner's Report	6
Statement of Financial Activities	7
Balance Sheet	8
Notes to the Financial Statements	9 to 16

Equality and Inclusion Partnership (EQuIP)

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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The principle activity of the Equality and Inclusion Partnership is to promote equality and diversity for the public benefit by:

- (a) The elimination of discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation;
- (b) Advancing education and raising awareness in equality and diversity;
- (c) Promoting activities to foster good relations between people of diverse backgrounds;
- (d) Conducting or commissioning research on equality and diversity issues and publishing the results to the public;
- (e) Advancing equality and diversity of opportunity for all.

Public benefit

As part of the updated Charities Act 2006 all charities need to promote and show how public benefit is being addressed. All activities are undertaken to further the charity's purposes for the public benefit, therefore the trustees have had regard to the Charity Commission's guidance on public benefit.

ACHIEVEMENT AND PERFORMANCE

Achievements and performance

As we reflect on the past year of the Equality Services Contract, from 1st April 2022 to 31st March 2023, we are pleased to present the annual report of the Equality and Inclusion Partnership (EQuIP). In a year marked by both challenges and triumphs, we have strived to make tangible progress toward the ideal of a county where equality, diversity and inclusion is celebrated and discrimination is eradicated.

A Year of Resilience and Progress

Over the past year, Warwickshire continued to grapple with an array of complex social, economic, and political challenges. The ongoing COVID-19 pandemic and the Cost of Living Crisis has underscored existing inequalities and tested our collective resilience. EQuIP, dedicated to promoting equality, diversity and inclusion, recognised the urgency of its mission in the face of these challenges. Our work this year was guided by a profound sense of responsibility to advocate for marginalised communities and to ensure that the principles of equity remained at the forefront of public discourse.

Promoting Inclusivity

One of the fundamental pillars of our work at EQuIP is to foster inclusivity at all levels of society. In 2022-2023, we made significant strides in this area. During the year, we revamped and relaunched the countywide Equality Network, which currently has a membership of 24 partner agencies from the public and voluntary sectors. We also launched awareness campaigns through our involvement in the Warwickshire Hate Crime Partnership and training initiatives designed to raise awareness of hate and methods of reporting. Furthermore, this year, we launched the Equality Refresher sessions, designed to support Equality Network partners to challenge discrimination, biases and improve awareness of cultural nuances and sensitivities among our diverse communities. These efforts are helping to create a more inclusive and welcoming environment for all residents in Warwickshire.

Equality and Inclusion Partnership (EQuIP)

Report of the Trustees for the Year Ended 31 March 2023

ACHIEVEMENT AND PERFORMANCE

Advancing Equality

The pursuit of equality is central to our mission and EQuIP remained committed to addressing systemic disparities in various areas. From healthcare access to education, housing to employment, EQuIP has been actively involved in advocating for policy changes and supporting initiatives that address these inequalities. By collaborating with Warwickshire County Council, Warwickshire Police, other partners and engaging with the community, we have been able to make progress towards dismantling some of the barriers that perpetuate disparities.

Diversity Celebrated

At EQuIP, we firmly believe that diversity is one of humanity's greatest strengths. This year, we celebrated the rich tapestry of backgrounds, cultures, and experiences that make our county vibrant and diverse. Through events, dialogues, and focused projects, we brought our community closer together, fostering a sense of unity and mutual understanding.

Championing Accessibility

Accessibility is a cornerstone of inclusion. EQuIP has strived to break down the barriers that impede participation for individuals with disabilities. This year, we launched campaigns to raise awareness of accessibility issues and worked closely with local partners and agencies to ensure that physical and digital spaces are accessible to all. Our efforts culminated in the creation of a Disability Forum that serves as a valuable resource for both individuals with disabilities and organisations striving to be more inclusive.

Our key achievements during the year 2022-23 include:

- o 59 discrimination cases dealt with during the year
- o Cases from across all 5 districts
- o 27% of cases are Disability
- o 53% of cases are Race
- o 19 hate crime reports
- o 32% of hate crime reports are Race
- o 26% of hate crime reports are Sexual Orientation
- o Identified 144 community equality issues
- o Trained 1926 individuals on subjects within the context of equality, diversity and inclusion.

For further information regarding EQuIP's activities, please visit www.equipequality.org.uk.

Equality and Inclusion Partnership (EQuIP)

Report of the Trustees for the Year Ended 31 March 2023

FINANCIAL REVIEW

Our financial positioning

As we reflect on the financial year that has passed, it is with transparency and a commitment to our mission that we share insights into the deficit incurred by EQuIP. While financial setbacks are never easy, we believe it is essential to communicate the circumstances that led to this deficit, as well as the strategic decisions taken to navigate these challenges.

One of the primary drivers of the deficit was our deliberate refocus of efforts in alignment with securing the Equality Services contract from our main funder.

Securing the Equality Services contract, however, came with its own set of challenges. The process demanded an in-depth reassessment of our services to meet the new and evolving specifications stipulated in the contract. This required a significant investment of time and resources to ensure that our services and initiatives aligned seamlessly with the contract's mandates. As we navigated this process, our organisation faced the inevitable consequence of diverting attention away from income generation activities.

Historically, our financial stability has been fortified by a robust income generation strategy. However, the demands of adapting our services to meet the specifications of the contract meant that less time could be dedicated to traditional income-generating activities. This shift in focus, while necessary for the long-term sustainability of our mission, did impact our short-term financial health.

It is crucial to emphasise that while the deficit represents a temporary setback, the strategic decisions made were instrumental in securing the Equality Services contract and positioning EQuIP as a leader in promoting equality, diversity and inclusion.

As we move forward, we are rededicating ourselves to a balanced approach that not only upholds our mission but also ensures the financial sustainability of EQuIP. This includes a renewed focus on diversifying our income streams and optimising operational efficiency without compromising the core principles that define us.

Reserves policy

The Board of Trustees considers that, given the need to ensure the completion of long term projects and protect the work of the Charity, reserves should be set at a level equivalent to three months of the Charity's general expenditure.

The Charity currently holds reserves of £82,441 comprising solely of general funds. Of these general funds, £446 is currently invested in fixed assets, leaving free reserves of £81,995.

PLANS FOR THE FUTURE

As we reflect on the past year, we acknowledge the significant progress made, but we also recognise that there is much work yet to be done. The ongoing struggle for equality, diversity and inclusion remains at the forefront of our efforts, and we are eager to continue the journey with renewed commitment and enthusiasm.

We extend our heartfelt gratitude to Warwickshire County Council, Warwickshire Police, all our partners, supporters, and the community for their unwavering commitment to our cause. It is your continued support that drives us to strive for a world, a country and a county, where everyone is treated with fairness, respect, and dignity.

This achievements of EQuIP are testament to the collective power of community-driven change, and it is with great hope and determination that we look ahead to the future, forging a path towards a more inclusive, equitable, and harmonious society. Together, we can achieve our vision of a society that embraces diversity, where people live and work equally in peace and harmony.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Charity constitution and governing document

The Equality and Inclusion Partnership is a Charitable Incorporated Organisation (CIO registration number 1169436) and is governed by its constitution.

Equality and Inclusion Partnership (EQUIP)

Report of the Trustees for the Year Ended 31 March 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

The Board of Trustees is responsible for the management of the Charity. The day to day running of the charity is by the CEO Junaid Hussain. The Board meets at least six times a year. Apart from the first charity trustees, every trustee is appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees. In selecting individuals for appointment as charity trustees, the charity trustees have regard to the skills, knowledge and experience needed for the effective administration of the CIO. Employment and Finance sub committees have been established, each meeting at least three times per year.

Induction and training of new trustees

New Trustees have access to sessions to brief them on their legal obligations under charity and company law, the content of the Constitution, the committee and decision-making processes, the business plan and recent financial performance of the Charity. Trustees have regular opportunity to meet key employees and other Trustees. Trustees are able to attend appropriate external training events where these will facilitate the undertaking of the role. A Trustee Handbook has been compiled to provide key information and is available to all current Trustees.

Trustees expenses

Trustee Expenses - None given during the period 2022/2023.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Financial risks are assessed by the EQUIP Trustees on a regular basis and all actions are conducted in accordance with EQUIP's Financial Management Protocol.

Qualifying indemnity provision

During the year the Charity took out Trustees Indemnity insurance.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1169436

Principal address

Warwickshire College
Rugby Centre
Rugby
CV21 1AR

Trustees

Dr J Shera - Chair
K Dulay - Treasurer
K Mistry - Vice Chair
Y Ahmedabadi
C Bain
J Graham (resigned 1.3.23)
Y P Tara
B Smith
S Hammond
S Rai
M Mangat (appointed 1.3.23)
N Tangri (appointed 31.1.23)

**Equality and Inclusion Partnership
(EQuIP)**

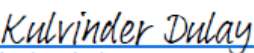
**Report of the Trustees
for the Year Ended 31 March 2023**

REFERENCE AND ADMINISTRATIVE DETAILS

Independent Examiner

David J Williams FCA FCCA
Locke Williams Associates LLP
Chartered Accountants
c/o Blackthorn House
St Pauls Square
Birmingham
West Midlands
B3 1RL

Approved by order of the board of trustees on 21 November 2023 and signed on its behalf by:


Kulvinder Dulay (Dec 2, 2023 18:15 GMT)

K Dulay - Trustee

**Independent Examiner's Report to the Trustees of
Equality and Inclusion Partnership
(EQuIP)**

Independent examiner's report to the trustees of Equality and Inclusion Partnership (EQuIP)

I report to the charity trustees on my examination of the accounts of Equality and Inclusion Partnership (EQuIP) (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').

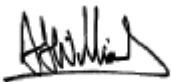
I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

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.



David J Williams FCA FCCA

Locke Williams Associates LLP
Chartered Accountants
c/o Blackthorn House
St Pauls Square
Birmingham
West Midlands
B3 1RL

Date: 4 December 2023

**Equality and Inclusion Partnership
(EQuIP)**

**Statement of Financial Activities
for the Year Ended 31 March 2023**

	Notes	Unrestricted fund £	Restricted fund £	31.3.23 Total funds £	31.3.22 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	14,831	18,150	32,981	94,690
Charitable activities	3				
Charitable activities		<u>135,660</u>	<u>-</u>	<u>135,660</u>	<u>143,114</u>
Total		<u>150,491</u>	<u>18,150</u>	<u>168,641</u>	<u>237,804</u>
 EXPENDITURE ON					
Charitable activities	4				
Charitable activities		<u>231,730</u>	<u>18,150</u>	<u>249,880</u>	<u>237,161</u>
 NET INCOME/(EXPENDITURE)		(81,239)	-	(81,239)	643
 RECONCILIATION OF FUNDS					
Total funds brought forward		<u>163,680</u>	<u>-</u>	<u>163,680</u>	<u>163,037</u>
 TOTAL FUNDS CARRIED FORWARD		<u>82,441</u>	<u>-</u>	<u>82,441</u>	<u>163,680</u>

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

The notes form part of these financial statements

**Equality and Inclusion Partnership
(EQuIP)**

**Balance Sheet
31 March 2023**

	Notes	31.3.23 £	31.3.22 £
FIXED ASSETS			
Tangible assets	9	446	1,907
CURRENT ASSETS			
Debtors	10	4,197	16,421
Cash at bank and in hand		85,125	147,416
		89,322	163,837
CREDITORS			
Amounts falling due within one year	11	(7,327)	(2,064)
NET CURRENT ASSETS		81,995	161,773
TOTAL ASSETS LESS CURRENT LIABILITIES		82,441	163,680
NET ASSETS		82,441	163,680
FUNDS	14		
Unrestricted funds		82,441	163,680
TOTAL FUNDS		82,441	163,680

The financial statements were approved by the Board of Trustees and authorised for issue on 21 November 2023 and were signed on its behalf by:

Kulvinder Dulay
Kulvinder Dulay (Dec 2, 2023 18:15 GMT)

K Dulay - Trustee

Equality and Inclusion Partnership (EQuIP)

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.

The financial statements are prepared in sterling, which is the functional currency of the entity and rounded to the nearest £.

Financial reporting standard 102 - reduced disclosure exemptions

The charity has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

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. The following specific policies are applied to particular categories of income:

- o income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- o legacy income is recognised when receipt is probable and entitlement is established.
- o income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- o income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent. in which case it may be regarded as restricted

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.

- o expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- o expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

**Equality and Inclusion Partnership
(EQUIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**

1. ACCOUNTING POLICIES - continued

Expenditure

- o other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

Allocation and apportionment of costs

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

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 - 33% 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.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

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.

Financial instruments

The charity only has basic financial instruments.

Financial assets

Financial assets comprise items such as cash at bank and in hand and trade and other debtors. These are initially recorded at cost on the date they originate, the charity considers evidence of impairment for all individual elements comprising financial assets and any subsequent impairment is recognised in income and expenditure.

Financial liabilities

Financial liabilities comprise items such as PAYE and other taxes, bank and other loans, accruals and trade and other creditors. These are initially recorded at cost on the date they originate, net of transaction costs where applicable, the charity considers evidence of impairment for all individual elements comprising financial liabilities and any subsequent impairment is recognised in income and expenditure.

**Equality and Inclusion Partnership
(EQuIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**

2. DONATIONS AND LEGACIES

	31.3.23	31.3.22
	£	£
Donations	-	4,196
Grants	32,583	90,494
Other income	398	-
	<u>32,981</u>	<u>94,690</u>

Grants received, included in the above, are as follows:

	31.3.23	31.3.22
	£	£
PCC Grants	5,000	5,045
Warwickshire Police	10,500	10,500
Erasmus + Supeer	3,933	15,601
NHS Coventry & Rugby	4,000	-
Rugby Borough Council	-	516
Warwickshire County Council - Safer Streets Project	-	24,000
Warwickshire CC - Healthy Warks of Life	-	9,940
Oxfordshire Community Foundation	-	1,000
MHCLG - Windrush Day	-	14,692
South Warwickshire NHS Foundation Trust	-	8,900
Other	-	300
Warwickshire Wildlife Trust	4,650	-
SDC Engagement	4,500	-
	<u>32,583</u>	<u>90,494</u>

3. INCOME FROM CHARITABLE ACTIVITIES

	31.3.23	31.3.22
	£	£
WCC Equality Services		
Contract		
Translation services		
NHS Coventry & Rugby		
Other income		
Activity		
Charitable activities	135,375	135,375
Charitable activities	-	972
Charitable activities	-	3,847
Charitable activities	285	2,920
	<u>135,660</u>	<u>143,114</u>

**Equality and Inclusion Partnership
(EQuIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 5) £	Totals £
Charitable activities	<u>248,260</u>	<u>1,620</u>	<u>249,880</u>

5. SUPPORT COSTS

	Governance costs £
Charitable activities	<u>1,620</u>

Governance costs include:

	31.3.22 £	31.3.22 £
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>1,620</u>	<u>1,440</u>

6. 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

There were no trustees' expenses paid for the year ended 31 March 2023 nor for the year ended 31 March 2022.

7. STAFF COSTS

	31.3.23 £	31.3.22 £
Wages and salaries	199,691	181,507
Social security costs	13,853	11,381
Other pension costs	<u>7,926</u>	<u>7,297</u>
	<u>221,470</u>	<u>200,185</u>

The average monthly number of employees during the year was as follows:

	31.3.23 <u>8</u>	31.3.22 <u>7</u>
Number of staff		

No employees received emoluments in excess of £60,000.

**Equality and Inclusion Partnership
(EQuIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	70,189	24,501	94,690
Charitable activities			
Charitable activities	<u>143,114</u>	<u>-</u>	<u>143,114</u>
Total	<u>213,303</u>	<u>24,501</u>	<u>237,804</u>
EXPENDITURE ON			
Charitable activities			
Charitable activities	<u>207,310</u>	<u>29,851</u>	<u>237,161</u>
NET INCOME/(EXPENDITURE)	5,993	(5,350)	643
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>157,687</u>	<u>5,350</u>	<u>163,037</u>
TOTAL FUNDS CARRIED FORWARD	<u>163,680</u>	<u>-</u>	<u>163,680</u>

9. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 April 2022 and 31 March 2023	<u>4,383</u>
DEPRECIATION	
At 1 April 2022	<u>2,476</u>
Charge for year	<u>1,461</u>
At 31 March 2023	<u>3,937</u>
NET BOOK VALUE	
At 31 March 2023	<u>446</u>
At 31 March 2022	<u>1,907</u>

**Equality and Inclusion Partnership
(EQUIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR			31.3.23	31.3.22
			£	£
Trade debtors			4,197	15,238
Prepayments and accrued income			-	<u>1,183</u>
			<u>4,197</u>	<u>16,421</u>
11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR			31.3.23	31.3.22
			£	£
Trade creditors			624	624
Social security and other taxes			4,320	-
Other creditors			763	-
Accruals and deferred income			<u>1,620</u>	<u>1,440</u>
			<u>7,327</u>	<u>2,064</u>
12. LEASING AGREEMENTS				
Minimum lease payments under non-cancellable operating leases fall due as follows:				
			31.3.23	31.3.22
			£	£
Within one year			<u>3,528</u>	<u>3,150</u>
13. ANALYSIS OF NET ASSETS BETWEEN FUNDS			31.3.23	31.3.22
	Unrestricted fund	Restricted fund	Total funds	Total funds
	£	£	£	£
Fixed assets	446	-	446	1,907
Current assets	89,322	-	89,322	163,837
Current liabilities	<u>(7,327)</u>	-	<u>(7,327)</u>	<u>(2,064)</u>
	<u>82,441</u>	-	<u>82,441</u>	<u>163,680</u>
14. MOVEMENT IN FUNDS				
		At 1.4.22	Net movement in funds	At 31.3.23
		£	£	£
Unrestricted funds				
General fund		163,680	(81,239)	82,441
TOTAL FUNDS		<u>163,680</u>	<u>(81,239)</u>	<u>82,441</u>

**Equality and Inclusion Partnership
(EQuIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**

14. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	150,491	(231,730)	(81,239)
Restricted funds			
Restricted Funds	18,150	(18,150)	-
TOTAL FUNDS	<u>168,641</u>	<u>(249,880)</u>	<u>(81,239)</u>

Comparatives for movement in funds

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	157,687	5,993	163,680
Restricted funds			
Restricted Funds	5,350	(5,350)	-
TOTAL FUNDS	<u>163,037</u>	<u>643</u>	<u>163,680</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	213,303	(207,310)	5,993
Restricted funds			
Restricted Funds	24,501	(29,851)	(5,350)
TOTAL FUNDS	<u>237,804</u>	<u>(237,161)</u>	<u>643</u>

**Equality and Inclusion Partnership
(EQuIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**

15. EMPLOYEE BENEFIT OBLIGATIONS

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £7,926 (2022:£7,297). £763 remains unpaid at the 31 March 2023 (2022 £nil).

16. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2023.

EQUALITY AND INCLUSION PARTNERSHIP (EQUIP)

England & Wales - Charity number 1169436

Accounts

**Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 March 2022
for
Equality and Inclusion Partnership
(EQuIP)**

Locke Williams Associates LLP
Chartered Accountants
c/o Blackthorn House
St Pauls Square
Birmingham
West Midlands
B3 1RL

**Equality and Inclusion Partnership
(EQuIP)**

**Contents of the Financial Statements
for the Year Ended 31 March 2022**

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Equality and Inclusion Partnership (EQuIP)

Report of the Trustees for the Year Ended 31 March 2022

The trustees present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The principle activity of the Equality and inclusion Partnership is to promote equality and diversity for the public benefit by:

- (a) The elimination of discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation;
- (b) Advancing education and raising awareness in equality and diversity;
- (c) Promoting activities to foster good relations between people of diverse backgrounds;
- (d) Conducting or commissioning research on equality and diversity issues and publishing the results to the public;
- (e) Advancing equality and diversity of opportunity for all.

Public benefit

As part of the updated Charities Act 2006 all charities need to promote and show how public benefit is being addressed. All activities are undertaken to further the charity's purposes for the public benefit, therefore the trustees have had regard to the Charity Commission's guidance on public benefit.

Equality and Inclusion Partnership (EQuIP)

Report of the Trustees for the Year Ended 31 March 2022

ACHIEVEMENT AND PERFORMANCE

Achievements and performance

2021 - 2022 has continued to be a very challenging year for EQuIP and work priorities in large, remained focussed on responding to the needs of the communities, stakeholders and partners with regards to Covid 19 and the Pandemic.

At the start of 2021, Covid 19 vaccinations were being rolled out and there was a degree of optimism that things would return to some sort of normal, however new variants, a massive shift in the economy and hybrid working patterns meant that EQuIP, like many in the voluntary sector, had to be even more nimble and deliver more whilst resources were in short supply.

Further challenges presented internally, with changes in personnel, difficulties with recruitment and staff members being away from work due to ill health.

EQuIP has managed to continue delivering services during this difficult period. It was also a very successful year in that our EU funded project SUPEER came to a successful conclusion, we successfully secured a funding package for our Windrush in Warwickshire project, were successfully reaccredited by AQS and completed the year with a new complement of staff, who are already engaging and undertaking casework support for individuals and groups.

Our key achievements during the year 2021-22 include:

- o 60 discrimination cases dealt with during the year
- o Cases from across all 5 districts
- o 33% of cases are Disability
- o 40% of cases are Race
- o 37 hate crime reports
- o 32% of hate crime reports are Sexual Orientation
- o Highest number of hate crime reports were in Warwick District, followed by Rugby

For further information regarding EQuIP's activities, please visit www.equipequality.org.uk.

FINANCIAL REVIEW

Financial review

The trustees consider that the financial position of the charity is satisfactory.

Reserves policy

The Board of Trustees considers that, given the need to ensure the completion of long term projects and protect the work of the Charity, reserves should be set at a level equivalent to three months of the Charity's general expenditure.

The Charity currently holds reserves of £163,680 comprising solely of general funds. Of these general funds, £1,907 is currently invested in fixed assets, leaving free reserves of £161,773.

PLANS FOR THE FUTURE

During 2022-23, EQuIP will be working towards reestablishing face to face contact with community groups and its stakeholders across Warwickshire, guidance permitting. It is highly anticipated that many of the groups that we work with, will require the support of EQuIP even more so than ever before. We have identified significant issues across communities where capacity is lacking and groups are needing help in recruiting volunteers and encouraging members back to their community activities.

EQuIP will continue to work with partners in identifying and resolving the continued impacts of the Pandemic on our local communities, families and individuals. It is expected that key issues will affect and continue to impact on our local communities, including mental health and isolation, the cost of living with energy and food prices expected to increase significantly, community cohesion and hate.

Equality and Inclusion Partnership (EQuIP)

Report of the Trustees for the Year Ended 31 March 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

Charity constitution and governing document

The Equality and Inclusion Partnership is a Charitable Incorporated Organisation (CIO registration number 1169436) and is governed by its constitution.

Recruitment and appointment of new trustees

The Board of Trustees is responsible for the management of the Charity. The day to day running of the charity is by the CEO Junaid Hussain. The Board meets at least six times a year. Apart from the first charity trustees, every trustee is appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees. In selecting individuals for appointment as charity trustees, the charity trustees have regard to the skills, knowledge and experience needed for the effective administration of the CIO. Employment and Finance sub committees have been established, each meeting at least three times per year.

Induction and training of new trustees

New Trustees have access to sessions to brief them on their legal obligations under charity and company law, the content of the Constitution, the committee and decision-making processes, the business plan and recent financial performance of the Charity. Trustees have regular opportunity to meet key employees and other Trustees. Trustees are able to attend appropriate external training events where these will facilitate the undertaking of the role. A Trustee Handbook has been compiled to provide key information and is available to all current Trustees.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Financial risks are assessed by the EQuIP Trustees on a regular basis and all actions are conducted in accordance with EQuIP's Financial Management Protocol.

Qualifying indemnity provision

During the year the Charity took out Trustees Indemnity insurance.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1169436

Principal address

Warwickshire College
Rugby Centre
Rugby
CV21 1AR

Trustees

Dr J Shera - Chair
M Slemensek (resigned 6.6.21)
K Dulay - Treasurer
K Mistry - Vice Chair
Y Ahmedabadi
C Bain
J Graham
Y P Tara
B Smith
S Hammond (appointed 1.3.22)
S Rai (appointed 1.3.22)

**Equality and Inclusion Partnership
(EQuIP)**

**Report of the Trustees
for the Year Ended 31 March 2022**

REFERENCE AND ADMINISTRATIVE DETAILS

Independent Examiner

David J Williams FCA FCCA
Institute of Chartered Accountants in England and Wales
Locke Williams Associates LLP
Chartered Accountants
c/o Blackthorn House
St Pauls Square
Birmingham
West Midlands
B3 1RL

Approved by order of the board of trustees on 30/11/2022 and signed on its behalf by:

Kulvinder Singh Dulay

.....
K Dulay - Trustee

**Independent Examiner's Report to the Trustees of
Equality and Inclusion Partnership
(EQuIP)**

Independent examiner's report to the trustees of Equality and Inclusion Partnership (EQuIP)

I report to the charity trustees on my examination of the accounts of Equality and Inclusion Partnership (EQuIP) (the Trust) for the year ended 31 March 2022.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

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

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



David J Williams FCA FCCA
Institute of Chartered Accountants in England and Wales
Locke Williams Associates LLP
Chartered Accountants
c/o Blackthorn House
St Pauls Square
Birmingham
West Midlands
B3 1RL

Date: 01/12/2022
Date:

**Equality and Inclusion Partnership
(EQuIP)**

**Statement of Financial Activities
for the Year Ended 31 March 2022**

	Notes	Unrestricted fund £	Restricted fund £	31.3.22 Total funds £	31.3.21 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	70,189	24,501	94,690	74,294
Charitable activities					
Charitable activities		143,114	-	143,114	204,838
Investment income	3	-	-	-	126
Total		213,303	24,501	237,804	279,258
EXPENDITURE ON					
Charitable activities	5				
Charitable activities		207,310	29,851	237,161	190,598
NET INCOME/(EXPENDITURE)		5,993	(5,350)	643	88,660
RECONCILIATION OF FUNDS					
Total funds brought forward		157,687	5,350	163,037	74,377
TOTAL FUNDS CARRIED FORWARD		163,680	-	163,680	163,037

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

**Equality and Inclusion Partnership
(EQuIP)**

**Balance Sheet
31 March 2022**

	Notes	31.3.22 £	31.3.21 £
FIXED ASSETS			
Tangible assets	10	1,907	2,031
CURRENT ASSETS			
Debtors	11	16,421	933
Cash at bank and in hand		147,416	165,418
		163,837	166,351
CREDITORS			
Amounts falling due within one year	12	(2,064)	(5,345)
NET CURRENT ASSETS		161,773	161,006
TOTAL ASSETS LESS CURRENT LIABILITIES		163,680	163,037
NET ASSETS		163,680	163,037
FUNDS	15		
Unrestricted funds		163,680	157,687
Restricted funds		-	5,350
TOTAL FUNDS		163,680	163,037

The financial statements were approved by the Board of Trustees and authorised for issue on 30/11/2022 and were signed on its behalf by:

Kulvinder Singh Dulay

.....
K Dulay - Trustee

Equality and Inclusion Partnership (EQUIP)

Notes to the Financial Statements for the Year Ended 31 March 2022

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

The financial statements are prepared in sterling, which is the functional currency of the entity and rounded to the nearest £.

Financial reporting standard 102 - reduced disclosure exemptions

The charity has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

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. The following specific policies are applied to particular categories of income:

- o income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- o legacy income is recognised when receipt is probable and entitlement is established.
- o income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- o income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent. In which case it may be regarded as restricted

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.

- o expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- o expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

**Equality and Inclusion Partnership
(EQuIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

1. ACCOUNTING POLICIES - continued

Expenditure

- o other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

Allocation and apportionment of costs

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

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 - 33% 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.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

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.

Financial instruments

The charity only has basic financial instruments.

Financial assets

Financial assets comprise items such as cash at bank and in hand and trade and other debtors. These are initially recorded at cost on the date they originate, the charity considers evidence of impairment for all individual elements comprising financial assets and any subsequent impairment is recognised in income and expenditure.

Financial liabilities

Financial liabilities comprise items such as PAYE and other taxes, bank and other loans, accruals and trade and other creditors. These are initially recorded at cost on the date they originate, net of transaction costs where applicable, the charity considers evidence of impairment for all individual elements comprising financial liabilities and any subsequent impairment is recognised in income and expenditure.

**Equality and Inclusion Partnership
(EQuIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

2. DONATIONS AND LEGACIES

	31.3.22	31.3.21
	£	£
Donations	4,196	1,173
Grants	90,494	73,121
	<u>94,690</u>	<u>74,294</u>

Grants received, included in the above, are as follows:

	31.3.22	31.3.21
	£	£
PCC Grants	5,045	6,621
Warwickshire Police	10,500	10,500
Warwickshire County Council - covid support	-	50,000
Erasmus + Supeer	15,601	-
Rugby Borough Council	516	5,000
Hate Crime Contribution	-	1,000
Warwickshire County Council - Safer Streets Project	24,000	-
Warwickshire CC - Healthy Works of Life	9,940	-
Oxfordshire Community Foundation	1,000	-
MHCLG - Windrush Day	14,692	-
South Warwickshire NHS Foundation Trust	8,900	-
Other	300	-
	<u>90,494</u>	<u>73,121</u>

3. INVESTMENT INCOME

	31.3.22	31.3.21
	£	£
Deposit account interest	-	126
	<u>-</u>	<u>126</u>

4. INCOME FROM CHARITABLE ACTIVITIES

		31.3.22	31.3.21
	Activity	£	£
WCC Equality Services			
Contract	Charitable activities	135,375	135,875
WCC Children Services			
Project	Charitable activities	-	34,434
CEV support	Charitable activities	-	25,000
Translation services	Charitable activities	972	7,179
WCAVA	Charitable activities	-	1,000
NHS Coventry & Rugby	Charitable activities	3,847	-
SVRPS	Charitable activities	-	1,350
Other income	Charitable activities	2,920	-
		<u>143,114</u>	<u>204,838</u>

**Equality and Inclusion Partnership
(EQUIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 6) £	Totals £
Charitable activities	235,961	1,200	237,161

6. SUPPORT COSTS

	Governance costs £
Charitable activities	1,200

Governance costs include:

	31.3.22 £	31.3.21 £
Fees payable to the independent examiner for: Independent examination of the financial statements	1,200	1,360

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2022 nor for the year ended 31 March 2021.

8. STAFF COSTS

	31.3.22 £	31.3.21 £
Wages and salaries	181,507	151,003
Social security costs	11,381	9,681
Other pension costs	7,297	7,589
	200,185	168,273

The average monthly number of employees during the year was as follows:

	31.3.22	31.3.21
Number of staff	7	6

No employees received emoluments in excess of £60,000.

**Equality and Inclusion Partnership
(EQuIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	69,115	5,179	74,294
Charitable activities			
Charitable activities	204,838	-	204,838
Investment income	126	-	126
Total	<u>274,079</u>	<u>5,179</u>	<u>279,258</u>
EXPENDITURE ON			
Charitable activities			
Charitable activities	176,847	13,751	190,598
NET INCOME/(EXPENDITURE)	97,232	(8,572)	88,660
RECONCILIATION OF FUNDS			
Total funds brought forward	60,455	13,922	74,377
TOTAL FUNDS CARRIED FORWARD	<u>157,687</u>	<u>5,350</u>	<u>163,037</u>

10. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 April 2021	3,047
Additions	1,336
At 31 March 2022	4,383
DEPRECIATION	
At 1 April 2021	1,016
Charge for year	1,460
At 31 March 2022	2,476
NET BOOK VALUE	
At 31 March 2022	1,907
At 31 March 2021	2,031

**Equality and Inclusion Partnership
(EQuIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.22	31.3.21
	£	£
Trade debtors	15,238	-
Prepayments and accrued income	1,183	933
	<u>16,421</u>	<u>933</u>

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.22	31.3.21
	£	£
Trade creditors	624	2,709
Other creditors	-	1,276
Accruals and deferred income	1,440	1,360
	<u>2,064</u>	<u>5,345</u>

13. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.3.22	31.3.21
	£	£
Within one year	<u>3,150</u>	<u>2,333</u>

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund £	Restricted fund £	31.3.22 Total funds £	31.3.21 Total funds £
Fixed assets	1,907	-	1,907	2,031
Current assets	163,837	-	163,837	166,351
Current liabilities	(2,064)	-	(2,064)	(5,345)
	<u>163,680</u>	<u>-</u>	<u>163,680</u>	<u>163,037</u>

15. MOVEMENT IN FUNDS

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	157,687	5,993	163,680
Restricted funds			
Restricted Funds	5,350	(5,350)	-
TOTAL FUNDS	<u>163,037</u>	<u>643</u>	<u>163,680</u>

**Equality and Inclusion Partnership
(EQuIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

15. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	213,303	(207,310)	5,993
Restricted funds			
Restricted Funds	24,501	(29,851)	(5,350)
TOTAL FUNDS	<u>237,804</u>	<u>(237,161)</u>	<u>643</u>

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	60,455	97,232	157,687
Restricted funds			
Restricted Funds	13,922	(8,572)	5,350
TOTAL FUNDS	<u>74,377</u>	<u>88,660</u>	<u>163,037</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	274,079	(176,847)	97,232
Restricted funds			
Restricted Funds	5,179	(13,751)	(8,572)
TOTAL FUNDS	<u>279,258</u>	<u>(190,598)</u>	<u>88,660</u>

Included in restricted funds carried forward are:

	31.3.21 £	31.3.21 £
NBBC Health & Wellbeing + CCG	-	490
JSNA	-	3,860
WDC	-	1,000
	<u>-</u>	<u>5,350</u>

**Equality and Inclusion Partnership
(EQuIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

16. EMPLOYEE BENEFIT OBLIGATIONS

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £7,297 (2021:£7,589).

17. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2022.

EQUALITY AND INCLUSION PARTNERSHIP (EQUIP)

England & Wales - Charity number 1169436

Accounts

**Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 March 2021
for
Equality and Inclusion Partnership
(EQuIP)**

Locke Williams Associates LLP
Chartered Accountants
c/o Blackthorn House
St Pauls Square
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West Midlands
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**Equality and Inclusion Partnership
(EQuIP)**

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for the Year Ended 31 March 2021**

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Equality and Inclusion Partnership (EQuIP)

Report of the Trustees for the Year Ended 31 March 2021

The trustees present their report with the financial statements of the charity for the year ended 31 March 2021. 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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The principle activity of the Equality and inclusion Partnership is to promote equality and diversity for the public benefit by:

- (a) The elimination of discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation;
- (b) Advancing education and raising awareness in equality and diversity;
- (c) Promoting activities to foster good relations between people of diverse backgrounds;
- (d) Conducting or commissioning research on equality and diversity issues and publishing the results to the public;
- (e) Advancing equality and diversity of opportunity for all.

Public benefit

As part of the updated Charities Act 2006 all charities need to promote and show how public benefit is being addressed. All activities are undertaken to further the charity's purposes for the public benefit, therefore the trustees have had regard to the Charity Commission's guidance on public benefit.

ACHIEVEMENT AND PERFORMANCE

Achievements and performance

2020 - 2021 has been an unprecedented year for EQuIP and like many others, it has had to adapt its services and ways of working to contend with the Covid 19 Global Pandemic. On the 23rd March 2020, the UK went into its first lockdown and this resulted in EQuIP delivering its services and functions with staff working from home.

A key priority for EQuIP, at this time, was to focus strongly on its engagement with communities across Warwickshire and to establish effective channels of communications with communities, partners and stakeholders. This meant moving to a virtual space and familiarising all staff members with tools such as Microsoft Team, Zoom and making better use of platforms such as WhatsApp. EQuIP increased its presence on social media and channelled all publications through its website.

In terms of communicating with community members, this was done over the phone and despite being time consuming, this proved extremely valuable in keeping in tune with local community concerns and equality issues on the ground. This also provided a great comfort to many community members knowing that EQuIP was on-hand to support where needed, as many of the contacts were either vulnerable or were supporting other members of their family or community, who needed immediate support. Further detailed work was also conducted during the course of the year in identifying members of the community considered as Clinically Extremely Vulnerable and supporting their particular needs.

Equality and Inclusion Partnership (EQuIP)

Report of the Trustees for the Year Ended 31 March 2021

ACHIEVEMENT AND PERFORMANCE

Achievements and performance - continued

Needless to say, this year has been the most challenging year that EQuIP has experienced over its history and by far the most demanding. This year has undoubtedly set a course of change for EQuIP, as through the many challenges faced internally with adapting to a different way of working along with the challenges experienced meeting the needs of our stakeholders and communities, there have been many learning opportunities that can be determined from this period. Furthermore, there are many positive outcomes that have been achieved, which we will be able to take forward and use by way of continuing to reshape our services that best meet the needs of the diverse communities in a post Covid Warwickshire.

Our key achievements during the year 2020-21 include:

- o Increase of 41% in discrimination cases
- o Cases from across all 5 districts
- o 37% of cases are Disability
- o 29% of cases are Race
- o 47 hate crime reports
- o 32% of hate crime reports are Sexual Orientation
- o Highest number of hate crime reports were in Warwick District, followed by Nuneaton and Bedworth

- o A number of publications produced by EQuIP which supported groups in better understanding how to implement government Covid 19 guidance within their respective community locations and places of worship. Please refer to <https://www.equipequality.org.uk/covid-19-updates>.

- o 89 community equality issues identified and resolved.

- o 7 online events hosted on the following subject area and attended by 274 participants:
 - **Criminal Justice** - including Black Lives Matter, Stop and Search and Warwickshire Police Recruitment.
 - **Health** - Covid-19 and why it appears to have a greater impact on BME communities and the new Test and Trace in Warwickshire
 - **Employment** - the focus was employment rights and discrimination. The webinar covered employment issues around Covid, including the furlough scheme.
 - **Access to Services** - which included the Health and Wellbeing Strategy for Warwickshire, Warwickshire Fire and Rescue Service and Warwickshire County Records Office
 - **Vaccinations** - The purpose of the event was to discuss the Vaccination roll out across Warwickshire and to highlight the misinformation and scams that are circulating among communities.
 - **International Women's Day #ChoosetoChallenge** - EQuIP was joined by guest speaker Monica Fogarty, Chief Executive of Warwickshire County Council. Monica talked about her role and the County Council's stance in terms of Gender Equality. This was followed by a discussion on Challenging Gender Discrimination in Warwickshire and what needs to change.
 - **Violence Against Women and Girls** - Keynote speakers included Rachel Shuter, Manager at Warwickshire Refuge who explained her work on behalf of women in the county and explained the Domestic Abuse Bill, and Rachel Jackson, WCC lead commissioner Vulnerable People who explored the VAWG strategy in the county.

FINANCIAL REVIEW

Financial review

The trustees consider that the financial position of the charity is satisfactory.

Equality and Inclusion Partnership (EQuIP)

Report of the Trustees for the Year Ended 31 March 2021

FINANCIAL REVIEW

Reserves policy

The Board of Trustees considers that, given the need to ensure the completion of long term projects and protect the work of the Charity, reserves should be set at a level equivalent to three months of the Charity's general expenditure.

The Charity currently holds reserves of £163,037 comprising restricted fund reserves of £5,350 and general funds of £157,687. Of these general funds, £2,031 is currently invested in fixed assets, leaving free reserves of £155,656.

PLANS FOR THE FUTURE

The Covid 19 Pandemic has affected many groups and communities across the world, the UK and more locally, here in Warwickshire. A number of variants of the virus have presented over the year and the nature of EQuIP's work with communities continues to evolve. EQuIP will continue to deliver services by operating using a hybrid of remote working from home and being based in the office. The Pandemic has disproportionately affected certain communities and along with key events surrounding the Black Lives Matter Movements, the services of EQuIP are even more so critical at this time.

EQuIP will continue to work at the forefront of identifying and addressing key equality issues and concerns of those affected by Covid 19, along with supporting those that have been discriminated or subjected to hate.

During 2021-22, EQuIP will be working towards the AQS reaccreditation of its casework service, having completed the first two years of the award.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Charity constitution and governing document

The Equality and Inclusion Partnership is a Charitable Incorporated Organisation (CIO registration number 1169436) and is governed by its constitution.

Recruitment and appointment of new trustees

The Board of Trustees is responsible for the management of the Charity. The day to day running of the charity is by the CEO Junaid Hussain. The Board meets at least six times a year. Apart from the first charity trustees, every trustee is appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees. In selecting individuals for appointment as charity trustees, the charity trustees have regard to the skills, knowledge and experience needed for the effective administration of the CIO. Employment and Finance sub committees have been established, each meeting at least three times per year.

Induction and training of new trustees

New Trustees have access to sessions to brief them on their legal obligations under charity and company law, the content of the Constitution, the committee and decision-making processes, the business plan and recent financial performance of the Charity. Trustees have regular opportunity to meet key employees and other Trustees. Trustees are able to attend appropriate external training events where these will facilitate the undertaking of the role. A Trustee Handbook has been compiled to provide key information and is available to all current Trustees.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Financial risks are assessed by the EQuIP Trustees on a regular basis and all actions are conducted in accordance with EQuIP's Financial Management Protocol.

Qualifying indemnity provision

During the year the Charity took out Trustees Indemnity insurance.

**Equality and Inclusion Partnership
(EQuIP)**

**Report of the Trustees
for the Year Ended 31 March 2021**

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1169436

Principal address

Warwickshire College
Rugby Centre
Rugby
CV21 1AR

Trustees

Dr J Shera
S Slemensek (resigned 6.6.21)
K Dulay
K Mistry
Y Ahmedabadi
M Singh (resigned 30.1.21)
C Bain
J Graham
Y P Tara
B Smith (appointed 28.1.21)

Independent Examiner

David J Williams FCA FCCA
Institute of Chartered Accountants in England and Wales
Locke Williams Associates LLP
Chartered Accountants
c/o Blackthorn House
St Pauls Square
Birmingham
West Midlands
B3 1RL

Approved by order of the board of trustees on 26 January 2022 and signed on its behalf by:

Kulvinder Dulay

K Dulay - Trustee

**Independent Examiner's Report to the Trustees of
Equality and Inclusion Partnership
(EQUIP)**

Independent examiner's report to the trustees of Equality and Inclusion Partnership (EQUIP)

I report to the charity trustees on my examination of the accounts of Equality and Inclusion Partnership (EQUIP) (the Trust) for the year ended 31 March 2021.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

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

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of Institute of Chartered Accountants in England and Wales which is one of the listed bodies.

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.

Locke Williams Associates

David J Williams FCA FCCA
Institute of Chartered Accountants in England and Wales
Locke Williams Associates LLP
Chartered Accountants
c/o Blackthorn House
St Pauls Square
Birmingham
West Midlands
B3 1RL

28/01/2022

Date:



TRUSTED ACCOUNTING SOLUTIONS



Registered number: OC350146
Registered in England and Wales.
Katrina Williams FCA CTA TEP
David Williams FCA FCCA

Locke Williams Associates LLP
Blackthorn House, St Pauls Square
Birmingham B3 1RL T: 0121 262 3980

**Equality and Inclusion Partnership
(EQuIP)**

**Statement of Financial Activities
for the Year Ended 31 March 2021**

		Unrestricted fund	Restricted fund	31.3.21 Total funds	31.3.20 Total funds as restated
	Notes	£	£	£	£
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	69,115	5,179	74,294	36,100
Charitable activities	4				
Charitable activities		204,838	-	204,838	158,744
Investment income	3	<u>126</u>	<u>-</u>	<u>126</u>	<u>125</u>
Total		274,079	5,179	279,258	194,969
 EXPENDITURE ON					
Charitable activities	5				
Charitable activities		<u>176,847</u>	<u>13,751</u>	<u>190,598</u>	<u>204,701</u>
 NET INCOME/(EXPENDITURE)		97,232	(8,572)	88,660	(9,732)
 RECONCILIATION OF FUNDS					
Total funds brought forward		<u>60,455</u>	<u>13,922</u>	<u>74,377</u>	<u>84,109</u>
 TOTAL FUNDS CARRIED FORWARD		<u><u>157,687</u></u>	<u><u>5,350</u></u>	<u><u>163,037</u></u>	<u><u>74,377</u></u>

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

**Equality and Inclusion Partnership
(EQuIP)**

**Balance Sheet
31 March 2021**

	Notes	31.3.21 £	31.3.20 as restated £
FIXED ASSETS			
Tangible assets	11	2,031	-
CURRENT ASSETS			
Debtors	12	933	21,984
Cash at bank and in hand		<u>165,418</u>	<u>56,416</u>
		166,351	78,400
CREDITORS			
Amounts falling due within one year	13	(5,345)	(4,023)
		<u> </u>	<u> </u>
NET CURRENT ASSETS		<u>161,006</u>	<u>74,377</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>163,037</u>	<u>74,377</u>
NET ASSETS		<u><u>163,037</u></u>	<u><u>74,377</u></u>
FUNDS	16		
Unrestricted funds		157,687	60,455
Restricted funds		<u>5,350</u>	<u>13,922</u>
TOTAL FUNDS		<u><u>163,037</u></u>	<u><u>74,377</u></u>

The financial statements were approved by the Board of Trustees and authorised for issue on 26 January 2022 and were signed on its behalf by:

Kulvinder Dulay

K Dulay - Trustee

Equality and Inclusion Partnership (EQuIP)

Notes to the Financial Statements for the Year Ended 31 March 2021

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

The financial statements are prepared in sterling, which is the functional currency of the entity and rounded to the nearest £.

Financial reporting standard 102 - reduced disclosure exemptions

The charity has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

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. The following specific policies are applied to particular categories of income:

- o income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- o legacy income is recognised when receipt is probable and entitlement is established.
- o income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- o income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent. in which case it may be regarded as restricted

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.

- o expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- o expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

**Equality and Inclusion Partnership
(EQUIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2021**

1. ACCOUNTING POLICIES - continued

Expenditure

- o other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

Allocation and apportionment of costs

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

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 - 33% 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.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

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.

Financial instruments

The charity only has basic financial instruments.

Financial assets

Financial assets comprise items such as cash at bank and in hand and trade and other debtors. These are initially recorded at cost on the date they originate, the charity considers evidence of impairment for all individual elements comprising financial assets and any subsequent impairment is recognised in income and expenditure.

Financial liabilities

Financial liabilities comprise items such as PAYE and other taxes, bank and other loans, accruals and trade and other creditors. These are initially recorded at cost on the date they originate, net of transaction costs where applicable, the charity considers evidence of impairment for all individual elements comprising financial liabilities and any subsequent impairment is recognised in income and expenditure.

**Equality and Inclusion Partnership
(EQUIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2021**

2. DONATIONS AND LEGACIES

	31.3.21	31.3.20 as restated
	£	£
Gifts	-	2
Donations	1,173	23
Grants	73,121	34,475
Other income	-	1,600
	<u>74,294</u>	<u>36,100</u>

Grants received, included in the above, are as follows:

	31.3.21	31.3.20 as restated
	£	£
PCC Grants	6,621	8,000
Warwickshire Police	10,500	10,000
Warwickshire County Council	50,000	-
Rugby Borough Council	5,000	-
Hate Crime Contribution	1,000	-
ECORIS - European funds	-	180
Erasmus + Supeer	-	15,295
Warwickshire County Council Rainbow	-	1,000
	<u>73,121</u>	<u>34,475</u>

3. INVESTMENT INCOME

	31.3.21	31.3.20 as restated
	£	£
Deposit account interest	<u>126</u>	<u>125</u>

**Equality and Inclusion Partnership
(EQuIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2021**

4. INCOME FROM CHARITABLE ACTIVITIES

	31.3.21	31.3.20 as restated
	£	£
WCC Equality Services Contract	135,875	135,375
WCC Children Services Project	34,434	-
CEV support	25,000	-
Translation services	7,179	-
WCAVA	1,000	-
SVRPS	1,350	9,794
Warwickshire County Council	-	1,000
NHS Coventry & Rugby	-	1,000
Rugby Borough Council	-	11,575
	<u>204,838</u>	<u>158,744</u>

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 6) £	Totals £
Charitable activities	<u>189,238</u>	<u>1,360</u>	<u>190,598</u>

6. SUPPORT COSTS

	Governance costs £
Charitable activities	<u>1,360</u>

Governance costs include:

	31.3.21	31.3.20
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>1,360</u>	<u>1,442</u>

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2021 nor for the year ended 31 March 2020.

**Equality and Inclusion Partnership
(EQuIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2021**

8. STAFF COSTS

	31.3.21	31.3.20 as restated
	£	£
Wages and salaries	151,003	145,598
Social security costs	9,681	10,513
Other pension costs	7,589	7,739
	<u>168,273</u>	<u>163,850</u>

The average monthly number of employees during the year was as follows:

	31.3.21	31.3.20 as restated
	6	6
Number of staff	<u>6</u>	<u>6</u>

No employees received emoluments in excess of £60,000.

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund	Restricted fund	Total funds as restated
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	(20,942)	57,042	36,100
Charitable activities			
Charitable activities	158,744	-	158,744
Investment income	<u>125</u>	<u>-</u>	<u>125</u>
Total	137,927	57,042	194,969
EXPENDITURE ON			
Charitable activities			
Charitable activities	129,624	75,077	204,701
NET INCOME/(EXPENDITURE)	8,303	(18,035)	(9,732)
RECONCILIATION OF FUNDS			
Total funds brought forward	52,152	31,957	84,109
TOTAL FUNDS CARRIED FORWARD	<u>60,455</u>	<u>13,922</u>	<u>74,377</u>

**Equality and Inclusion Partnership
(EQUIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2021**

10. PRIOR YEAR ADJUSTMENT

The comparative figures for income have been restated, so as to re-align income items between grants and income from the provision of services under charitable activities. The overall income figure remains unchanged.

11. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
Additions	<u>3,047</u>
DEPRECIATION	
Charge for year	<u>1,016</u>
NET BOOK VALUE	
At 31 March 2021	<u><u>2,031</u></u>
At 31 March 2020	<u><u>-</u></u>

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.21	31.3.20 as restated
	£	£
Trade debtors	-	21,075
Prepayments and accrued income	<u>933</u>	<u>909</u>
	<u><u>933</u></u>	<u><u>21,984</u></u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.21	31.3.20 as restated
	£	£
Trade creditors	2,709	2,032
Other creditors	1,276	-
Accruals and deferred income	<u>1,360</u>	<u>1,991</u>
	<u><u>5,345</u></u>	<u><u>4,023</u></u>

**Equality and Inclusion Partnership
(EQUIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2021**

14. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.3.21	31.3.20 as restated
	£	£
Within one year	2,333	2,921
Between one and five years	<u>-</u>	<u>1,219</u>
	<u>2,333</u>	<u>4,140</u>

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

			31.3.21	31.3.20 as restated
	Unrestricted fund £	Restricted fund £	Total funds £	Total funds £
Fixed assets	2,031	-	2,031	-
Current assets	161,001	5,350	166,351	78,400
Current liabilities	(5,345)	-	(5,345)	(4,023)
	157,687	5,350	163,037	74,377

16. MOVEMENT IN FUNDS

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	60,455	97,232	157,687
Restricted funds			
Restricted Funds	13,922	(8,572)	5,350
	<u>-</u>	<u>-</u>	<u>-</u>
TOTAL FUNDS	<u>74,377</u>	<u>88,660</u>	<u>163,037</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	274,079	(176,847)	97,232
Restricted funds			
Restricted Funds	5,179	(13,751)	(8,572)
	<u>-</u>	<u>-</u>	<u>-</u>
TOTAL FUNDS	<u>279,258</u>	<u>(190,598)</u>	<u>88,660</u>

**Equality and Inclusion Partnership
(EQuIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2021**

16. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	At 31.3.20 £
Unrestricted funds			
General fund	52,152	8,303	60,455
Restricted funds			
Restricted Funds	31,957	(18,035)	13,922
TOTAL FUNDS	<u>84,109</u>	<u>(9,732)</u>	<u>74,377</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	137,927	(129,624)	8,303
Restricted funds			
Restricted Funds	57,042	(75,077)	(18,035)
TOTAL FUNDS	<u>194,969</u>	<u>(204,701)</u>	<u>(9,732)</u>

Included in restricted funds carried forward are:

	31.3.21 £	31.3.20 £
A Equality & Inclusion Network	-	3,712
NLRB -Civil Rights for All	-	4,860
NBBC Health & Wellbeing + CCG	490	490
JSNA	3,860	3,860
WDC	<u>1,000</u>	<u>1,000</u>
	<u>5,350</u>	<u>13,922</u>

**Equality and Inclusion Partnership
(EQuIP)**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2021**

17. EMPLOYEE BENEFIT OBLIGATIONS

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £7,589 (2020:£7,739).

18. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2021.