

**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
Birmingham
West Midlands
B3 1RL

**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>161,006</u>	<u>74,377</u>
NET CURRENT ASSETS			
		<u>163,037</u>	74,377
TOTAL ASSETS LESS CURRENT LIABILITIES			
		<u>163,037</u>	<u>74,377</u>
NET ASSETS			
		<u>163,037</u>	<u>74,377</u>
FUNDS	16		
Unrestricted funds		157,687	60,455
Restricted funds		<u>5,350</u>	<u>13,922</u>
TOTAL FUNDS		<u>163,037</u>	<u>74,377</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
	<u>129,624</u>	<u>75,077</u>	<u>204,701</u>
NET INCOME/(EXPENDITURE)	8,303	(18,035)	(9,732)
RECONCILIATION OF FUNDS			
Total funds brought forward	52,152	31,957	84,109
	<u>52,152</u>	<u>31,957</u>	<u>84,109</u>
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	<u>(5,345)</u>	<u>-</u>	<u>(5,345)</u>	<u>(4,023)</u>
	<u>157,687</u>	<u>5,350</u>	<u>163,037</u>	<u>74,377</u>

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.