

**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)**

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for the Year Ended 31 March 2023**

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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)**

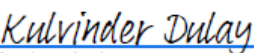
**Report of the Trustees
for the Year Ended 31 March 2023**

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').

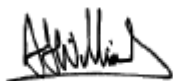
I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

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><u>82,441</u></u>	<u><u>-</u></u>	<u><u>82,441</u></u>	<u><u>163,680</u></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	2,476
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.