

**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**

	Page
Report of the Trustees	1 to 5
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 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.

**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	213,622	1,620	215,242

6. SUPPORT COSTS

	Governance costs £
Charitable activities	1,620

Governance costs include:

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

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
	175,481	221,470

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

	31.3.24	31.3.23
Number of staff	6	8

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	256,610	(215,242)	41,368

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	163,680	(81,239)	82,441

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	168,641	(249,880)	(81,239)

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	-
	63,135	-

**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.