

**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
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Birmingham
West Midlands
B3 1QS

**Equality and Inclusion Partnership
(EQuIP)**

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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 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 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
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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
(EQuIP)**

**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.