

EQUALITY IN TOURISM INTERNATIONAL

England & Wales - Charity number 1178375

Details

Status Registered

Legal form CIO

Registered 2018-05-14

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

Contact

Address 6 Tremlett Grove
London
N19 5JX

Phone 02072721749

Email info@equalityintourism.org

Website www.equalityintourism.org

Activities

Objects: THE PROMOTION OF EQUALITY AND DIVERSITY IN TOURISM INDUSTRIES WORLDWIDE FOR THE PUBLIC BENEFIT, IN PARTICULAR BY: (I) ESTABLISHING AND DEVELOPING A GLOBAL NETWORK OF WOMEN WITH A SHARED UNDERSTANDING OF GENDER EQUALITY ISSUES IN THE TOURISM INDUSTRY AND A SHARED PURPOSE IN ADDRESSING THEM; (II) ESTABLISHING AND DEVELOPING CONNECTIONS AND COMMUNICATION BETWEEN GENDER-BASED CIVIL SOCIETY ORGANISATIONS INVOLVED IN DEVELOPMENT; (III) PROVIDING TRAINING AND ADVICE TO PUBLIC AND PRIVATE SECTOR BODIES ON POLICY, STRATEGIC DEVELOPMENT AND PROJECT IMPLEMENTATION; (IV) ESTABLISHING AND DEVELOPING CONNECTIONS AND COMMUNICATION BETWEEN WOMEN AND GLOBAL TOURISM INDUSTRIES, IN ORDER TO EMPOWER WOMEN AND PROVIDE THEM WITH EMPLOYMENT OPPORTUNITIES IN GLOBAL TOURISM INDUSTRIES; AND (V) CONDUCTING OR COMMISSIONING RESEARCH ON GENDER EQUALITY ISSUES AND BEST PRACTICES AND PUBLISHING THE RESULTS PUBLICLY. TO PROMOTE SUSTAINABLE DEVELOPMENT FOR THE BENEFIT OF WOMEN, THEIR FAMILIES AND WIDER COMMUNITIES BY: (I) THE RELIEF OF POVERTY AND THE IMPROVEMENT OF CONDITIONS OF LIFE IN SOCIALLY AND ECONOMICALLY DISADVANTAGED COMMUNITIES IN AREAS WITH A TOURISM INDUSTRY BY WAY OF THE PROMOTION OF GENDER EQUALITY AND THE FOSTERING OF ECONOMIC OPPORTUNITIES FOR WOMEN IN GLOBAL TOURISM; AND (II) THE PROMOTION OF SUSTAINABLE MEANS OF ACHIEVING ECONOMIC GROWTH AND REGENERATION IN AREAS WITH A TOURISM INDUSTRY BY WAY OF THE PROMOTION OF GENDER EQUALITY AND THE FOSTERING OF ECONOMIC OPPORTUNITIES FOR WOMEN IN GLOBAL TOURISM. (SUSTAINABLE DEVELOPMENT MEANS DEVELOPMENT WHICH MEETS THE NEEDS OF THE PRESENT WITHOUT COMPROMISING THE ABILITY OF FUTURE GENERATIONS TO MEET THEIR OWN NEEDS) THE PREVENTION OR RELIEF OF POVERTY OR FINANCIAL HARDSHIP ANYWHERE IN THE WORLD THROUGH THE PROMOTION OF GENDER EQUALITY ENABLING INDIVIDUALS TO GENERATE A SUSTAINABLE INCOME AND BE SELF-SUFFICIENT.

Activities: Equality in Tourism International engender change and accountability with UK and international tourism stakeholders for greater commitment to gender equality principles, as laid out in the UN's Sustainable Development Goals and the UN Global Reports on Women in Tourism, through global networking, research, training and education, and engagement with the tourism industry.

Classification

- **How:** Makes Grants To Organisations, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Defined Groups, The General Public/mankind

Geography

- Albania
- Cape Verde
- Indonesia
- Nicaragua
- Spain
- Sri Lanka
- Tanzania
- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-05-13	£197,572	£124,229	-	-
2024-05-13	£42,211	£23,413	-	-
2023-05-13	£62,942	£39,856	-	-
2022-05-13	£44,466	£25,486	-	-
2021-05-13	£40,198	£15,160	-	-

Trustees

Name	Role	Appointed
Anny Andaryati		2020-04-14
Burce Uygur		2024-03-04
Dr Yasmin Begum		2023-08-08
Janet Robinson		2022-10-05
Michela Trentin		2024-04-26
Teesta Raha		2024-04-26

EQUALITY IN TOURISM INTERNATIONAL

England & Wales - Charity number 1178375

Accounts



Trustees' Annual Report for the period

From 14/5/2023 Period start date To 13/5/2024
Period end date

Charity name: Equality in Tourism International

Charity registration number:1178375

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<p>OBJECTS The objects of the CIO are:</p> <p>Gender Equality: a. the promotion of equality and diversity in tourism industries worldwide for the public benefit, in particular by:</p> <ul style="list-style-type: none"> I. establishing and developing a global network of women with a shared understanding of gender equality issues in the tourism industry and a shared purpose in addressing them; II. establishing and developing connections and communication between gender- based civil society organisations involved in development; III. providing training and advice to public and private sector bodies on policy, strategic development and project implementation; IV. establishing and developing connections and communication between women and global tourism industries, in order to empower women and provide them with employment opportunities in global tourism industries; and V. conducting or commissioning research on gender equality issues and best practices and publishing the results publicly; and <p>Sustainable Development: to promote sustainable development for the benefit of women, their families and wider communities by:</p> <ul style="list-style-type: none"> a. the relief of poverty and the improvement of conditions of life in socially and

		<p>economically disadvantaged communities in areas with a tourism industry by way of the promotion of gender equality and the fostering of economic opportunities for women in global tourism; and the promotion of sustainable means of achieving economic growth and regeneration in areas with a tourism industry by way of the promotion of gender equality and the fostering of economic opportunities for women in global tourism.</p> <p>“Sustainable development” means development which meets the needs of the present without compromising the ability of future generations to meet their own needs; and</p> <p>Relief of Poverty: the prevention or relief of poverty or financial hardship anywhere in the world through the promotion of gender equality enabling individuals to generate a sustainable income and be self-sufficient.</p>
<p>Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.</p>		<p>Gender Equality: i) Ongoing development work on industry policy and the Equality in Tourism Gender Champion Award for gender equal operations within hospitality and tourism businesses. Third presentation of our global award at the ITB industry trade fair in Berlin.</p> <p>ii) Presentations and interviews nationally and globally in academic and industry-related environments on ways forward to enable gender equality within the tourism and hospitality industries.</p> <p>iv) The further development and consolidation of a network of Associate Members of Equality in Tourism International.</p> <p>v)) Research, identification and listings on the Equality in Tourism website of best practice illuminating the economic and social relationship of tourism and women, Insights.</p> <p>iii) Communication and dissemination of a new major research project that explores the working conditions of women in travel worldwide.</p> <p>vi) Initiating research into the nexus between climate change, tourism and gender equality: GENTOC.</p>

		vii) Relief of Poverty: The continuing support and new growth of a project in Tanzania supporting women farmers to take themselves out of poverty by linking them to the local tourism industry: Wamboma: Women Farming for Their Future.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	Statutory Declaration The trustees of Equality in Tourism International have had regard to the guidance issued by the Charity Commission on public benefit

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	The charity does not give grants.
Policy on social investment including program related investment	Para 1.38	The charity has no social investment programme.
Contribution made by volunteers	Para 1.38	Volunteers play a significant role in the development and operations of all the charity's functions.
Other		

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	1.The charity is unique in identifying the underlying structural causes of women's inequality within the hospitality and tourism sectors. We have achieved increasing recognition that more fundamental change needs to occur within these sectors. This year we successfully held the third award for the Gender Equality Champion of the Year which resulted in two award winners. It received high quality applications from around the world and was supported by leading players in the industry. The award was presented at the world's biggest tourism trade fair and followed with a panel discussion with the winners.

		<p>2. Our project in Tanzania has continued to grow and develop. Within the past year its beneficiary numbers have grown to 150 from 30 when we first piloted the project. It is now expanding its remit by developing its social enterprise to include cultural tourism and the production and sale of dried fruit for visitors to Kilimanjaro and Serengeti.</p> <p>3. Our social media performance and presence has increased considerably. A new website is being finalised.</p> <p>4. Our worldwide network of Associates continue to contribute to our knowledge base.</p>
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Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	The issues of gender equality that are the charity's focus are subject to a constant need to reinforce the messages to the tourism industry where there is a considerable imbalance against women. It is imperative that the voice of local women living near tourist developments and those working in the sector globally have an organisation through which they can channel their voice and experiences. Our Award is now well established and may now lend itself to opportunities in other global hubs.
Performance of fundraising activities against objectives set	Para 1.41	Accessing new 3 year funding which contributes towards the charity's core objectives has been possible this year through a successful joint European bid. Further funding has also been successful to enhance the work of our project in Tanzania.
Investment performance against objectives	Para 1.41	We have no investments.
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	We have experienced a successful year of financial growth to support our research and communications efforts and to strengthen our project work. We have also gained additional sponsorship and support for our Gender Equality Champion Award.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	A financial policy including a policy for holding reserves will be developed in the next financial year as the organisation expects further growth.
Amount of reserves held	Para 1.22	No reserves are held.
Reasons for holding zero reserves	Para 1.22	
Details of fund materially in deficit	Para 1.24	
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	There are no uncertainties for the future of Equality in Tourism as an organisation. Continuing growth is expected and volunteer commitment remains strong.

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	We have appointed a new Acting Chair in the past year and aim to continue to grow strength of the Board.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	New trustees are sent all relevant papers covering the constitution and aims of the organisation, together with the specific tasks of the role. A two day strategy meeting is held annually for all trustees and directors to meet together.
The charity's organisational structure and any wider network with which the charity works	Para 1.51	The organisation has two co-directors and its trustees, who are actively involved in supporting the work. Equality in Tourism has developed a global network of associates who are people identified as working towards gender equality within the tourism and hospitality sectors and academia.
Relationship with any related parties	Para 1.51	N/A
Other		

Reference and Administrative details

Charity name	Equality in Tourism International
Other name the charity uses	
Registered charity number	1178375
Charity's principal address	6 Tremlett Grove London N19 5JX

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Burce Uygur		4.3.24	Appointed by Directors/Trustees
2	Anny Andaryati	Acting Treasurer		"
3	Janet Robinson	Acting Chair	21.11.21	"
4	Jaklien van Melick		8.8.23	"
5	Yasmin Begum		8.8.23	"
6	Michela Trentin		26.4.24	"
7	Teesta Raha		26.4.24	"
8				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

Corporate trustees – names of the directors at the date the report was approved

Director name		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

Dr. Patricia Barnet
Dr. Stroma Cole

Exemptions from disclosure

Reason for non-disclosure of key personnel details

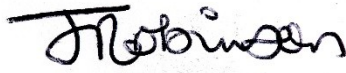
Other optional information

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)



Full name(s)

Janet Robinson

Position (eg Secretary,
Chair, etc)

Acting Chair

Date

03092024



Receipts and payments accounts

For the period from	27/06/2024	To	26/05/2025
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Balance Transfer	7,734	11,064	-	18,798	39,039
Easy Fundraising	113			113	
Sustainable Hospitality Alliance	5,000			5,000	5,000
Rudolf Brenda	10			10	
Angela Hajiparetas	50			50	32
A. Standcliffe	50			50	50
Kessler	100			100	
SOJERN LTD	3,000			3,000	150
Marby & Goodri	1,000			1,000	1,500
Don J Perry	140			140	
CB&HH Taylor Grant		1,000		1,000	
World Expedition		1,202		1,202	
TUI Foundation		53,328		53,328	
University of Westminster		103,944		103,944	
World Expedition		3,718		3,718	
EVA RECKITT TRUST		1,000		1,000	3,824
Exodus		5,120		5,120	9,900
				-	
Sub total (Gross income for AR)	17,197	180,375	-	197,572	59,495
A2 Asset and investment sales, (see table).					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	17,197	180,375	-	197,572	59,495
A3 Payments					
Kwieko		5,048	-	5,048	3,548
Kwieko		2,048	-	2,048	1,548
Kwieko		2,048	-	2,048	2,048
Kwieko		17,700	-	17,700	2,048

Patricia Barnet for flight to Tanzania		740	-	740	
Kwieko		1,048	-	1,048	648
Kwieko		1,048	-	1,048	1,000
Kwieko		16,470		16,470	
Kavita Ashton		3,026		3,026	
Studio Weber SRL 1st Payment		1,438		1,438	
Studio Weber SRL Domain		1,622		1,622	
K Ashton Travel advance		300		300	
K Ashton Romania travel		186		186	
Kavita Ashton		2,800		2,800	
A Andaryati		500		500	
A Andaryati		500		500	
Studio Weber SRL 2nd Payment		1,462		1,462	
Bahn Mi - Trustee Meeting		195		195	
Istock		54		54	
Kavita Ashton		2,888		2,888	
Janice Lowe Trustee Meeting Travel		124		124	
Janet Robinson Trustee Meeting Travel		63		63	
K Aston Trustee Meeting Travel		51		51	
Waitrose - Trustee Meeting		91		91	
K Aston Trustee Meeting Travel		21		21	
K Aston Trustee Meeting Travel		56		56	
A Andaryati		500		500	
Gender & Development membership		50		50	
A Andaryati		500		500	
The National Council Charity		159		159	
Kavita Ashton		2,275		2,275	
BOND membership		92		92	
Vista Print	15			15	
Zoom	156			156	
K Aston	938			938	
Google Storage	16			16	
Elementor Web Supply	47			47	
K Ashton	750			750	
K Ashton	688			688	
K Ashton	775			775	
Bank Charge	1			1	
Funds for NGO	38			38	
Meeting with the Auditor	84			84	
K Ashton	731.25			731	
Tiger Technology	92.98			93	
Bank Charge	2.55			3	
K Ashton	743.75			744	
K Ashton	868.75			869	
K Ashton	637.50			638	
Michela Volunteer	100.00			100	
Jaclien Van Melick	1,443.82			1,444	
Janice Lowe Trustee Meeting Volunteer	114			114	

	Sub total	8,242	65,101	-	73,344	10,840
A4 Asset and investment purchases, (see table)						
		-	-	-	-	
		-	-	-	-	
	Sub total	-	-	-	-	-
	Total receipts	8,242	65,101	-	73,344	10,840
	Net of receipts/(payments)	8,955	115,274	-	124,229	48,655
A5 Transfers between funds		-	-	-	-	-
A6 Cash funds last year end		-	-	-	-	-
	Cash funds this year end	8,955	115,274	-	124,229	48,655

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		8,955	115,274	-
		-	-	-
		-	-	-
	Total cash funds <small>(agree balances with receipts and payments account(s))</small>	8,955	115,274	-
		8,955	115,274	-


	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-

	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Anny Andaryati	01/06/2025



**CHARITY COMMISSION
FOR ENGLAND AND WALES**

**Independent examiner's report on the
accounts**

Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Charity Name
Equality in Tourism International

**On accounts for the year
ended**

13/05/2025

**Charity no
(if any)**

1178375

Set out on pages

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **13/05/2025**.

**Responsibilities and
basis of report**

As the charity's trustees, 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 2011 Act and in carrying out my examination, I have followed all the 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 which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.

* Please delete the words in the brackets if they do not apply.

Signed:

Magda Barszczewska

Date:

26/06/2025

Name:

Magdalena Barszczewska

**Relevant professional
qualification(s) or body
(if any):**

ACCA

Address:

Flat 12 Mary Crellin House

20 Langdon Park

TW11 9FF Teddington, London

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

N/A

EQUALITY IN TOURISM INTERNATIONAL

England & Wales - Charity number 1178375

Accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Charity Name
Equality in Tourism International

**On accounts for the year
ended**

13/05/2024

**Charity no
(if any)**

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* Please delete the words in the brackets if they do not apply.

Signed:

Magda Barszczewska

Date:

23/08/2024

Name:

Magdalena Barszczewska

**Relevant professional
qualification(s) or body
(if any):**

ACCA

Address:

Flat 12 Mary Crellin House

20 Langdon Park

TW11 9FF Teddington, London

Section B

Disclosure

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EQUALITY IN TOURISM INTERNATIONAL

England & Wales - Charity number 1178375

Accounts



Trustees' Annual Report for the period

From 14-05-2022 Period start date To Period end date 14-05-23

Charity name: Equality in Tourism International

Charity registration number: 1178375

Objectives and Activities

	SORP reference	
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		<p>compromising the ability of future generations to meet their own needs; and</p> <p>Relief of Poverty: the prevention or relief of poverty or financial hardship anywhere in the world through the promotion of gender equality enabling individuals to generate a sustainable income and be self-sufficient.</p>
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Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	Statutory Declaration The trustees of Equality in Tourism International have had regard to the guidance issued by the Charity Commission on public benefit

Additional information (optional)

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Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	<p>1. The charity is unique in identifying the underlying structural causes of women's inequality within the hospitality and tourism sectors. We have achieved increasing recognition that more fundamental change needs to occur within these sectors. This year saw the launch of our award for the Gender Equality Champion of the Year, the first of its kind globally. It received over 40 applications from around the world and was supported by leading players in the industry. It was launched at the world's biggest tourism trade fair and will an ongoing feature of our work.</p> <p>2. Our project in Tanzania has continued to grow and develop. Within the past year its beneficiary numbers have grown to 150 from 30 when we first piloted the project.</p> <p>3. Our social media performance and presence has increased considerably as we now employ a part time communications and marketing officer.</p> <p>4. Our Associates continue to contribute to our knowledge base.</p>

Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	The issues of gender equality that are the charity's focus are subject to a constant need to reinforce the messages to the tourism industry where there is a considerable imbalance against women. The introduction of our new global award is an important step towards recognising the essential requirement for businesses to operate with gender equality.
Performance of fundraising activities against objectives set	Para 1.41	Accessing funding for the charity's core objectives has not been possible this year. However, funding continues to support our work in Tanzania.
Investment performance against objectives	Para 1.41	We have no investments.
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	Tourism and gender equality are difficult to fundraise for, particularly for core. We are now receiving sponsorship for our Gender Equality Champion Award.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	The charity has not yet raised sufficient funding to have reserves
Amount of reserves held	Para 1.22	No reserves are held
Reasons for holding zero reserves	Para 1.22	
Details of fund materially in deficit	Para 1.24	
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	There are no uncertainties as the core rational for Equality in Tourism remain constant and the directors receive no remuneration.

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	We advertise for new trustees who we wish to have specific skills required by the board. Trustees are selected by interview by existing trustees and directors. They are on probation for six months before it is agreed that they are accepted as a trustee.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	New trustees are sent all relevant papers covering the constitution and aims of the organisation, together with the specific tasks of the role. A two day strategy meeting is held annually for all trustees and directors to meet together.
The charity's organisational structure and any wider network with which the charity works	Para 1.51	The organisation has two co-directors and its trustees, who are actively involved in supporting the work. Equality in Tourism has developed a global network of associates who are people identified as working towards gender equality within the tourism and hospitality sectors and academia.
Relationship with any related parties	Para 1.51	N/A
Other		

Reference and Administrative details

Charity name	Equality in Tourism International
Other name the charity uses	
Registered charity number	1178375
Charity's principal address	6 Tremlett Grove London N19 5JX

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Angela Hadjipateras	Secretary		Angela Hadjipateras
2	Anny Andaryati	Treasurer		Anny Andaryati
3	Janet Robinson		5.10.22	Janet Robinson
4	Jaklien van Melick		8.8.23	Jaklien van Melick
5	Yasmin Begum		8.8.23	Yasmin Begum
6				

Corporate trustees – names of the directors at the date the report was approved

Director name		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
-----------------	------	---------

Name of chief executive or names of senior staff members (Optional information)

Dr. Patricia Barnet

Dr. Stroma Cole

Exemptions from disclosure

Reason for non-disclosure of key personnel details

--


Other optional information

--

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Anny Andaryati	
Position (eg Secretary, Chair, etc)	Treasurer	
Date	10 Oct 2023	



Receipts and payments accounts

For the period from	17/05/2022	To	26/05/2023
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Balance Transfer	17,811	1,170	-	18,980	25,039
UNEP	2,640			2,640	
UNEP	4,028			4,028	
Sustainable Hospitality Alliance	5,000			5,000	
Paypal		230		230	
Wendy		1,300		1,300	
Schweiseriche		21,224		21,224	3,488
Paypal		196		196	98
Easy fundraising		26		26	23
Halcrow Foundation		4,500		4,500	4,500
Patricia Barnett		10		10	
M Green		25		25	
Donation No Name		100		100	
Easy fundraising		51		51	15
Samuel Dzever		100		100	
Halcrow Foundation		4,500		4,500	
Easy Fundraising		31		31	
Sub total (Gross income for AR)	29,478	33,463	-	62,942	33,163
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	29,478	33,463	-	62,942	33,163
A3 Payments					
Kwieko		2,048	-	2,048	2,010

Kwieko		5,010		5,010	2,010
Kwieko		3,048	-	3,048	1,510
Kwieko		4,048	-	4,048	2,010
Kwieko		3,548	-	3,548	1,548
Kwieko		3,548	-	3,548	6,558
Kwieko		5,048	-	5,048	5,048
Lucy Jeczalik	475			475	1,775
Bond	87			87	
Zoom	144			144	144
Travel Matters - UNEP	100			100	
Lucy Jeczalik	588			588	
Charity Job	299			299	
Lucy Jeczalik	500			500	
Lucky Karki Chhetry	110			110	
Present for Lucy farewell	53			53	
Teddy UNEP	100			100	
Anny Andaryati	811			811	
Stroma Cole	1,760			1,760	
Laura Gelder Robert Travel	78			78	
Janet Robinson	811			811	
H.E. Agius	500			500	
Gender & Dev	50			50	
H.E. Agius train to London	66			66	
Bank Charge	2			2	
Tiger technology	83			83	70
Tricia EIT meeting	96			96	
Hannah Angius	625			625	
Rebecca Henderson	1,200			1,200	
SACHA JADE DHABALI	439			439	
SACHA JADE DHABALI Award Plaque	77			77	
SACHA JADE DHABALI Award &flyers	39			39	
Jaklien van Melick Award Fee&expenses	1,232			1,232	
SACHA JADE DHABALI	719			719	
Dr Stroma K Cole Award ITB expenses	784			784	
Rebecca Henderson	775			775	
Gender & Dev	50			50	50
Bond	89			89	
Travel Janet Robinson	49			49	
Strategy Meeting Food	256			256	
Strategy Meeting Travel - Stroma Cole	72			72	131
Laundry Hub - Strategy Meeting	439			439	1,650
Sub total	13,558	26,298	-	39,856	24,513

A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	-
Total receipts	13,558	26,298	-	39,856	24,513
Net of receipts/(payments)	15,921	7,165	-	23,086	8,650
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	15,921	7,165	-	23,086	8,650

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		15,921	7,165	-
		-	-	-
		-	-	-
	Total cash funds	15,921	7,165	-
	(agree balances with receipts and payments account(s))	15,921	7,165	-


Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-

Categories	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Any Andaryati	09/08/2023



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name
Equality in Tourism International

On accounts for the year
ended

13/05/2023

Charity no
(if any)

1178375

Set out on pages

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **13/05/2023**.

Responsibilities and
basis of report

As the charity's trustees, 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 2011 Act and in carrying out my examination, I have followed all the 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 which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.

* Please delete the words in the brackets if they do not apply.

Signed: *Magda Barszczewska*

Date: 24/09/2023

Name: Magdalena Barszczewska

Relevant professional
qualification(s) or body
(if any):

ACCA

Address:

Flat 12 Mary Crellin House

20 Langdon Park

TW11 9FF Teddington, London

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

N/A

EQUALITY IN TOURISM INTERNATIONAL

England & Wales - Charity number 1178375

Accounts



Trustees' Annual Report for the period

13.5.2022

From 14.05.2021 Period start date To Period end date 13.05.2022

Charity name: Equality in Tourism International

Charity registration number: 1178375

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<p>OBJECTS</p> <p>The objects of the CIO are:</p> <p><i>Gender Equality:</i></p> <p>a. the promotion of equality and diversity in tourism industries worldwide for the public benefit, in particular by:</p> <ol style="list-style-type: none">I. establishing and developing a global network of women with a shared understanding of gender equality issues in the tourism industry and a shared purpose in addressing them;II. establishing and developing connections and communication between gender- based civil society organisations involved in development;III. providing training and advice to public and private sector bodies on policy, strategic development and project implementation;IV. establishing and developing connections and communication between women and global tourism industries, in order to empower women and provide them with employment opportunities in global tourism industries; andV. conducting or commissioning research on gender equality issues and best practices and publishing the results publicly; and <p><i>Sustainable Development:</i> to promote sustainable development for the benefit of women, their families and wider communities by:</p> <p>a. the relief of poverty and the improvement of conditions of life in socially and economically disadvantaged communities in areas with a tourism industry by way of the promotion of gender equality and the fostering of economic opportunities for women in global tourism; and</p>

		<p>the promotion of sustainable means of achieving economic growth and regeneration in areas with a tourism industry by way of the promotion of gender equality and the fostering of economic opportunities for women in global tourism.</p> <p>“Sustainable development” means development which meets the needs of the present without compromising the ability of future generations to meet their own needs; and</p> <p><i>Relief of Poverty:</i></p> <p>b. the prevention or relief of poverty or financial hardship anywhere in the world through the promotion of gender equality enabling individuals to generate a sustainable income and be self-sufficient.</p>
<p>Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.</p>	<p>Para 1.17 and 1.19</p>	<p>Gender Equality:</p> <ul style="list-style-type: none"> i) Ongoing development work on industry policy, pledge and award for gender equal operations within hospitality and tourism businesses. ii) Presentations and interviews nationally and globally in academic and industry-related environments on ways forward to enable gender equality within the tourism and hospitality industries. iii) Development of e-learning training module on gender equality in tourism and hospitality iv) The development and consolidation of a network of Associate Members of Equality in Tourism International. v) The development and creation of 3 webinars and factsheets for an international audience of hoteliers enabling them to put into practice actions to increase gender equality within their operations. <p>Sustainable Development:</p> <ul style="list-style-type: none"> i) Research, identification and listings on the Equality in Tourism website of works illuminating the economic and social relationship of tourism and women. <p>Relief of Poverty:</p> <ul style="list-style-type: none"> i) The continuing support and development of a project in Tanzania to supporting women farmers to take themselves out of poverty by linking them to the local tourism industry. <p>Statutory Declaration</p> <p>The trustees of Equality in Tourism International have had regard to the guidance issued by the Charity Commission on public benefit.</p>
<p>Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit</p>	<p>Para 1.18</p>	<p>Additional details of objectives and activities (Optional information)</p>

All trustees and the directors have been working in an unpaid capacity to develop Equality in Tourism International. They have been supported by a small team of volunteers.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	The charity is not grant making
Policy on social investment including program related investment	Para 1.38	The charity has no social investment programmes.
Contribution made by volunteers	Para 1.38	Volunteers have assisted with research, administration, fundraising, website and social media communications.
Other		

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	<ol style="list-style-type: none"> 1. The charity is unique in identifying the underlying structural causes of women's inequality within the hospitality and tourism sectors. We are achieving an increasing recognition that more fundamental change needs to occur within these sectors. This is underscored by the amount of requests we receive to contribute to international dialogues and discussions and a request from the UN Environment Programme to create a series of webinars for them. 2. Notwithstanding the catastrophe of the global pandemic and the shutting down of tourism, the charity's project in Tanzania has continued to grow and develop. Within the past year its beneficiary numbers have grown. 3. Our social media performance and presence has increased considerably as we now employ a part time communications and marketing officer. 4. Equality in Tourism International received a prestigious global award for tourism and human rights, presented at the world's biggest tourism trade fair. 5. Associate Dialogues was established that bring associate members together every two months to discuss an issue of concern. They have been very well attended and feedback has been positive.

Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	Considering the limitations placed on tourism globally, Equality in Tourism achieved a good number of opportunities through the use of Zoom and Teams.
Performance of fundraising activities against objectives set	Para 1.41	Difficulties in raising funds has been exacerbated by the pandemic. Trusts have often channelled their

		funds to organisations they already had links too. In addition, funds that had been promised by a tour operator were withdrawn because of the close down of tourism.
Investment performance against objectives	Para 1.41	
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	Tourism and gender equality are difficult to fundraise for, particularly for core. This has been even more so during the pandemic. We have been able to raise funding for the Tanzanian project and we seek opportunities constantly for consultancies.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	The charity has not yet raised sufficient funding to have reserves
Amount of reserves held	Para 1.22	Zero
Reasons for holding zero reserves	Para 1.22	
Details of fund materially in deficit	Para 1.24	
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	There are no uncertainties as the core rational for Equality in Tourism remain constant and the directors receive no remuneration.

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	We advertise for new trustees who we wish to have specific skills required by the board. Trustees are selected by interview by existing trustees and directors. They are on probation for six months before it is agreed that they are accepted as a trustee.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	New trustees are sent all relevant papers covering the constitution and aims of the organisation, together with the specific tasks of the role. All induction has been on line because of the pandemic. However, a two day strategy meeting was held following the end of lock down.
The charity's organisational structure and any wider network with which the charity works	Para 1.51	Equality in Tourism has developed a global network of associates who are people identified as working towards gender equality within the tourism and hospitality sectors and academia.
Relationship with any related parties	Para 1.51	N/A
Other		

Reference and Administrative details

Charity name	Equality in Tourism International
Other name the charity uses	
Registered charity number	1178375
Charity's principal address	6 Tremlett Grove London N19 5JX

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Angela Hadjipateras	Secretary		Angela Hadjipateras
2	Anny Andaryati	Treasurer		Anny Andaryati
3	Natalie Barnett	Member		Natalie Barnett
4				
5				
6				
7				
8				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

Corporate trustees – names of the directors at the date the report was approved

Director name		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

Dr. Stroma Cole
Dr. Patricia Barnett

Exemptions from disclosure

Reason for non-disclosure of key personnel details

--

Other optional information


--

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)

	
---	--

Full name(s)

Anny Andaryati	
----------------	--

Position (eg Secretary,
Chair, etc)

Treasurer	
-----------	--

Date

23/9/2022



Receipts and payments accounts

For the period from	14/05/2021	To	13/05/2022
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Section A Receipts and payments


	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Balance Transfer	14,653	10,386	-	25,039	8988
Schweizerische Prize todo awards	3,803.44			3,803	
Easy fundraising	15.22			15	16
HMRC	3,487.61			3,488	
Paypal donation		98.37		98	1000
Easy fundraising	23.24			23	
Refund from Flatford	340.00			340	
Refund Bank fee		40		40	
Donation Polly Pattullo		1,000.00		1,000	
Harcrow foundation		4,500.00		4,500	
Eva Reckitt Foundation		1,000.00		1,000	9,864
Donation Maud Kumbirayi		25.00		25	
Returned from Tanzania minus bank fee		5,094		5,094	
				-	
				-	
Sub total (Gross income for AR)	22,323	22,143	-	44,466	19,868
A2 Asset and investment sales, (see table).					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	22,323	22,143	-	44,466	19,868
A3 Payments					
Kwieco		2,010.00	-	2,010	1348
Kwieco		2,010.00	-	2,010	2048
Kwieco		1,510.00	-	1,510	1074
Kwieco		2,010.00	-	2,010	2022

Kwieco		1,548.00	-	1,548	2033
Kwieco		1,510.00	-	1,510	2010
Flatford meeting venue	1,650		-	1,650	
Kwieco		5,048.00		5,048	
Kwieco		5,262.00		5,262	
Bank fee for transactions searches		66.36		66	
Bank fee	2			2	
Communication consultant	1,775			1,775	
Gender & Development membership	50.00		-	50	38
Zoom Annual Fee	143.88			144	70
Tiger Tech Website	69.81			70	72
Charity Job advert	265.00		-	265	64
Funds for NGO Membership	37.41		-	37	-
Funds for NGO Membership	38.22		-	38	-
Donation to Tree for Life	300.00			300	
Gender & Development membership	50.00	-	-	50	-
Travel to Flatford for Annual meeting	130.64	5	-	131	-
Sub total	4,512	20,974	-	25,486	10,779

A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	-

Total receipts	4,512	20,974	-	25,486	10,779
Net of receipts/(payments)	17,811	1,169	-	18,980	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	17,811	1,169	-	18,980	-

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		17,811	1,169	-
		-	-	-
		-	-	-
	Total cash funds <small>(agree balances with receipts and payments account(s))</small>	17,811	1,169	-
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
		Any Andaryati	23/09/2022	



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Charity Name
Equality in Tourism International

**On accounts for the year
ended**

13/05/2022

**Charity no
(if any)**

1178375

Set out on pages

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **13/05/2022**.

**Responsibilities and
basis of report**

As the charity's trustees, 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 2011 Act and in carrying out my examination, I have followed all the 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 which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.

* Please delete the words in the brackets if they do not apply.

Signed: DocuSigned by: Magda Barszczewska **Date:** 17/07/2022

Name: Magdalena Barszczewska

**Relevant professional
qualification(s) or body
(if any):**

ACCA

Address:

Flat 17 Sycamore House

5 Langdon Park

TW11 9PE Teddington, London

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

N/A

EQUALITY IN TOURISM INTERNATIONAL

England & Wales - Charity number 1178375

Accounts



Trustees' Annual Report for the period

Period start date			Period end date				
From	Day 14	Month 05	Year 2020	To	Day 13	Month 05	Yea 2021

Section A Reference and administration details

Charity name	Equality in Tourism International
Other names charity is known by	
Registered charity number (if any)	1178375
Charity's principal address	6 Tremlett Grove
	London
Postcode	N19 5JX

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Angela Kalisch	Chair		Angela Kalisch
2	Angela Hadjipateras	Secretary		Angela Hadjipateras
3	Anny Andaryati	<u>Treasurer</u>		Anny Andaryati
4	Natalie Barnett		23 rd March 2021 - Present	Natalie Barnett
5				
6				
7				
8				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

Patricia Barnett, Co-Director, Dr Stroma Cole Co-Director

Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Constitution
How the charity is constituted (eg. trust, association, company)	CIO Foundation
Trustee selection methods (eg. appointed by, elected by)	Appointed by trustees

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

The trustees, director and volunteers meet once a year for a two day strategy discussion and development of ways forward for the coming year. Included in this is discussion about major risks, networks with other similar organisations and how the charity can raise funding. Trustee meetings are held four times annually via Zoom, including regular updates on activities, finances and general operational issues. Sub-groups occasionally discuss urgent issues in greater detail. Minutes are regularly recorded.

Section C Objectives and activities

The objects of the CIO are:*Gender Equality:*

- (a) the promotion of equality and diversity in tourism industries worldwide for the public benefit, in particular by:
 - (i) establishing and developing a global network of women with a shared understanding of gender equality issues in the tourism industry and a shared purpose in addressing them;
 - (ii) establishing and developing connections and communication between gender- based civil society organisations involved in development;
 - (iii) providing training and advice to public and private sector bodies on policy, strategic development and project implementation;
 - (iv) establishing and developing connections and communication between women and global tourism industries, in order to empower women and provide them with employment opportunities in global tourism industries; and
 - (v) conducting or commissioning research on gender equality issues and best practices and publishing the results publicly; and

Sustainable Development:

- (b) to promote sustainable development for the benefit of women, their families and wider communities by:
 - (i) the relief of poverty and the improvement of conditions of life in socially and economically disadvantaged communities in areas with a tourism industry by way of the promotion of gender equality and the fostering of economic opportunities for women in global tourism; and

the promotion of sustainable means of achieving economic growth and regeneration in areas with a tourism industry by way of the promotion of gender equality and the fostering of economic opportunities for women in global tourism.

“Sustainable development” means development which meets the needs of the present without compromising the ability of future generations to meet their own needs; and

Relief of Poverty:

- (c) the prevention or relief of poverty or financial hardship anywhere in the world through the promotion of gender equality enabling individuals to generate a sustainable income and be self-sufficient.

Summary of the objects of the charity set out in its governing document

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

Gender Equality:

- i) Ongoing development work on industry policy, pledge and award for gender equal operations within hospitality and tourism businesses.
- ii) Presentations and interviews nationally and globally in academic and industry-related environments on ways forward to enable gender equality within the tourism and hospitality industries.
- iii) Dr Angela Kalisch started a two month training course for EiT at the beginning of May with the International Labour Organisation's International training Centre on e-learning design for the purpose of the development of a training module on gender equality in tourism and hospitality.
- iv) The development and consolidation of a network of Associate Members of Equality in Tourism International.
- v) The development of a new website and content creation enabling access to information on gender equality and tourism.
- vi) Organisation of public meetings and seminars

Sustainable Development:

- 1) Research, identification and publication of the Sustainable Development Goals and Climate Change in relation to gender equality in tourism.

Relief of Poverty:

- 1) The development of a project in Tanzania to supporting women farmers to take themselves out of poverty by linking them to the local tourism industry.

Statutory Declaration

The trustees of Equality in Tourism International have had regard to the guidance issued by the Charity Commission on public benefit.

Additional details of objectives and activities (Optional information)

All trustees and the directors have been working in an unpaid capacity to develop Equality in Tourism International. They have been supported by a small team of volunteers. Volunteers have assisted with research, administration, fundraising, website and social media communications.

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

Section D

Achievements and performance

Summary of the main achievements of the charity during the year

The main achievements during the year:

The year 2020/21 has been dominated by the COVID-19 pandemic, with all communications and developments undertaken on-line.

Gender Equality:

- i) Follow-up work and ongoing dialogue with tourism industry leaders about the implementation of the 2018 Sun, Sand and Ceilings report, to engage in gender equality training, to publicise a Code of Practice for gender equal operations and to agree a Pledge for the industry to adopt.
- iii) Organisation of global webinar on 18th June 2020, on 'Prioritising Gender Equality in Post-Covid Tourism, with over 60 participants.
- vi) Keynote speeches by co-director Dr. Stroma Cole and Chair Dr Angela Kalisch, at universities in India, Italy, Spain, Japan and Indonesia.
- viii) Ongoing engagement, consolidation and expanding of our Network of Associate Members of Equality in Tourism International.
- v) Launch of a new website design, enabling improved access to information on gender equality and tourism.
- vi) On-going, regular content creation on website and social media, including news items, blogs and research, with a diversity of contributions from Associates and other network partners linked to International Women's Day and other key events.

Sustainable Development:

- i) On-going research on two projects on Gender, Tourism and Climate Change Resilience, in partnership with the Overseas Development Institute (ODI) and University of West of England (UWE)

Relief of Poverty:

Our continuing work with our local partners in Tanzania, Kwieco, has faced the challenges both of the COVID-19 pandemic and climate change.

The pandemic has resulted in the closure of all hotels in the country and the consequent result has been the loss of the project's market. The project's Wamboma shop has also had to close.

However, Equality in Tourism International raised sufficient funds to help mitigate the impacts of climate change by installing two industrial sized greenhouses, pumps, tanks, drip irrigation and new seeds for each of the two project villages.

New markets for the project's horticultural produce are being researched.

During August 2020, EiT worked closely with Moshi University in Tanzania to submit a funding application for the International Development Research Centre in Canada. However, on this occasion the application was unsuccessful.

Statutory Declaration

The trustees of Equality in Tourism International have had regard to the guidance issued by the Charity Commission on public benefit.

Section E Financial review

Brief statement of the charity's policy on reserves

The charity has not yet raised sufficient funding to have reserves.

Details of any funds materially in deficit

Further financial review details (Optional information)

You may choose to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

Tourism and gender equality are proving difficult to fundraise for, but we continue to search for funding from trusts. Principal sources of funding have been crowdfunding and donations for the Tanzanian project.

Section F Other optional information

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Section G Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)

	
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Full name(s)

Dr Angela Kalisch	
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Position (eg Secretary, Chair, etc)

Chair	
-------	--

Date

23/10/2021



Receipts and pay

For the period
from

05/14/2020

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £
A1 Receipts		
Balance Transfer	4,523	1,321
Pledge Charity Aid Foundation	100	
Pledge Eva Reckitt Trust	1,000	
Pledge The Big Five	500	
Donation	10,000	
Donation	100	
Paypal	1,000	
Easy Fundraising	16	
Charity Checkout Enthuse		4,924
Grant Eva Reckitt Trust		9,864
Grant Eva Reckitt Trust		3,000
Donation		2,000
Donation		100
Donation		100
Donation		1,000
Donation		50
Donation		200
Donation		400
Sub total (Gross income for AR)	17,239	22,959
A2 Asset and investment sales, (see table).		
	-	-
	-	-
Sub total	-	-
Total receipts	17,239	22,959

A3 Payments

Kwieco		1348
Kwieco		2048
Kwieco		1074
Kwieco		2022
Kwieco		2033
Kwieco		2010
Kwieco		2019
Bank fee for failed transactions		20
Bank fee	3	
Membership BOND	84	
Membership Gender and Development	50	
Membership Funds for NGO	37	
Website design	1,200	
Online training	850	
Tiger Technology	72	

Mail Chimp	127		
Zoom	115		-
Gift for volunteers	42	#	-
Stationeries	5	5	-
Sub total	2,586		12,574

A4 Asset and investment purchases, (see table)			
	-		-
	-		-
Sub total	-		-

Total receipts	2,586		12,574
Net of receipts/(payments)	14,653		10,385
A5 Transfers between funds	-		-
A6 Cash funds last year end	-		-
Cash funds this year end	14,653		10,385

Section B Statement of assets and liabilities at the end of the financial year

Categories

Details

B1 Cash funds

Total cash funds

(agree balances with receipts and payments account(s))

B2 Other monetary assets

Details

B3 Investment assets

Details

B4 Assets retained for the charity's own use

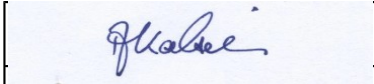
Details

B5 Liabilities

Details

Signed by one or two trustees on behalf of all the trustees

Signature

	_____

	1178375
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ments accounts

To	05/13/2021
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CC16a



Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
-	5,844	6488
	100	
	1,000	
	500	
	10,000	
	100	
	1,000	-
	16	
	4,924	
	9,864	2,500
	3,000	
	2,000	
	100	
	100	
	1,000	
	50	
-	200	
	400	
-	40,198	8,988

-	-	
-	-	-
-	-	-

-	40,198	8,988
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-	1,348	1,798
	2,048	2,045
-	1,074	2,045
-	2,022	500
-	2,033	100
-	2,010	150
-	2,019	2,010
	20	
	3	
-	84	38
	50	50
	37	
-	1,200	64
-	850	-
-	72	-

	127	
-	115	-
-	42	-
-	5	-
-	15,160	8,800

-	-	
-	-	
-	-	-

-	15,160	8,800
-	25,039	-
-	-	-
-	-	-
-	25,039	-

nd of the period

Unrestricted funds	Restricted funds	Endowment funds
to nearest £	to nearest £	to nearest £
14,653	10,385	-
-	-	-
-	-	-
14,653	10,385	-
14,653	10,385	-

Unrestricted funds	Restricted funds	Endowment funds
to nearest £	to nearest £	to nearest £
-	-	-
-	-	-
-	-	-

Fund to which asset belongs	Cost (optional)	Current value (optional)
	-	-
	-	-
	-	-

Fund to which asset belongs	Cost (optional)	Current value (optional)
	-	-
	-	-
	-	-

Fund to which liability relates	Amount due (optional)	When due (optional)
	-	
	-	
	-	

Print Name	Date of approval
Dr Angela Kalisch	10/23/2021



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Charity Name
Equality in Tourism International

**On accounts for the year
ended**

13/05/2021

**Charity no
(if any)**

1178375

Set out on pages

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **13/05/2021**.

**Responsibilities and
basis of report**

As the charity's trustees, 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 2011 Act and in carrying out my examination, I have followed all the 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 which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.

* Please delete the words in the brackets if they do not apply.

Signed: DocuSigned by: **Date:**

Name: DATA137F619E460...

**Relevant professional
qualification(s) or body
(if any):**

ACCA

Address:

Flat 17 Sycamore House

5 Langdon Park

TW11 9PE Teddington, London

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

N/A