



# Trustees' Annual Report for the period

		Period start date			Period end date		
<b>From</b>	Day	Month	Year	<b>To</b>	Day	Month	Year
	14	05	2020		13	05	2021

## Section A Reference and administration details

<b>Charity name</b>	Equality in Tourism International
<b>Other names charity is known by</b>	
<b>Registered charity number (if any)</b>	1178375
<b>Charity's principal address</b>	6 Tremlett Grove
	London
<b>Postcode</b>	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 <sup>rd</sup> March 2021 - Present	Natalie Barnett
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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
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## 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:**

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

**Relief of Poverty:**

- I) 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

## 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 18<sup>th</sup> 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.

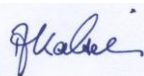
## Section F Other optional information

## Section G Declaration

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

Signed on behalf of the charity's trustees

Signature(s)



Full name(s)

Dr Angela Kalisch

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 £
<b>A1 Receipts</b>		
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
<b>Sub total</b> (Gross income for AR)	<b>17,239</b>	<b>22,959</b>
<b>A2 Asset and investment sales, (see table).</b>		
	-	-
	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>17,239</b>	<b>22,959</b>

### 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	-
<b>Sub total</b>	<b>2,586</b>		<b>12,574</b>

<b>A4 Asset and investment purchases, (see table)</b>			
	-		-
	-		-
<b>Sub total</b>	<b>-</b>		<b>-</b>

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

## 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

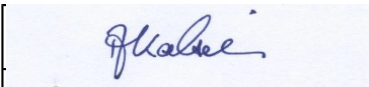
### Details


#### 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	Total funds	Last year
to the nearest £	to the nearest £	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:

Magda Barszczewska

**Date:**

28/08/2021

**Name:**

DATA137F619E460...

Magdalena Barszczewska

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

ACCA

**Address:**

Flat 17 Sycamore House

5 Langdon Park

TW11 9PE Teddington, London

Section BDisclosure

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