



CHARITY COMMISSION
FOR ENGLAND AND WALES

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> <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; 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>
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.	Para 1.17 and 1.19	<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>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	<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				
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17				
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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

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Other optional information


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Declarations

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)

Anny Andaryati	
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Position (eg Secretary,
Chair, etc)

Treasurer	
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Date

23/9/2022



CHARITY COMMISSION
FOR ENGLAND AND WALES

Equality in Tourism International

1178375

Receipts and payments accounts

CC16a

For the period
from

14/05/2021

To

13/05/2022

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	17,811	1,169	-
	(agree balances with receipts and payments account(s))	17,811	1,169	-
B2 Other monetary assets	Details			
		-	-	-
		-	-	-
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
			Anny 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