



CHARITY COMMISSION
FOR ENGLAND AND WALES

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	
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> <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>Sustainable Development: to promote sustainable development for the benefit of women, their families and wider communities by:</p> <ol style="list-style-type: none">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 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>“Sustainable development” means development which meets the needs of the present without</p>

		<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>
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: i) Ongoing development work on industry policy and the Equality in Tourism Gender Champion Award for gender equal operations within hospitality and tourism businesses. Presentation of first global award at the 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>iii) Research and development of e-learning training module on gender equality in tourism and hospitality.</p> <p>iv) The 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 works illuminating the economic and social relationship of tourism and women.</p> <p>vi) Relief of Poverty: The continuing support and development of a project in Tanzania supporting women farmers to take themselves out of poverty by linking them to the local tourism industry.</p>
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	<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



CHARITY COMMISSION
FOR ENGLAND AND WALES

Equality in Tourism International

1178375

Receipts and payments accounts

CC16a

For the period
from

17/05/2022

To

26/05/2023

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
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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	-
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	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