



CHARITY COMMISSION
FOR ENGLAND AND WALES

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; 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> <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>
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>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				
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14				
15				
16				
17				
18				
19				
20				

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

[illegible]

Name of trustees holding title to property belonging to the charity

[illegible]

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 Barnett
Dr. Stroma Cole

Exemptions from disclosure

Reason for non-disclosure of key personnel details

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Other optional information

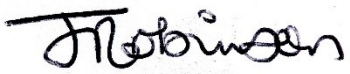
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Declarations

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)

Janet Robinson	
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Position (eg Secretary,
Chair, etc)

Acting Chair	
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Date

03092024



CHARITY COMMISSION
FOR ENGLAND AND WALES

Equality in Tourism International

1178375

Receipts and payments accounts

CC16a

For the period
from

27/06/2024

To

26/05/2025


Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	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	8,955	115,274	-
	(agree balances with receipts and payments account(s))	8,955	115,274	-
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
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	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
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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
