



Trustees' Annual Report for the period

From 18/11/2020 **Period start date** **To** 30/04/2022 **Period end date**

Charity name: Beyond Equality CIO
 (formerly Good Lad Initiative CIO – name change 20 March 2021)

Charity registration number: 1192395

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	The objects of the CIO are to promote equality between men and women and to eliminate gender discrimination for the benefit of the public by: (a) advancing education in equality and diversity through face-to-face training and ongoing mentoring; (b) raising awareness of gender discrimination in society by training, public advocacy and other means of communication; and (c) promoting attitudes, customs and practices in favour of equality by the use of training, public advocacy and other means of communication.
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	The main activities undertaken for these purposes were Schools workshops Universities workshops Social media activities Media appearances Community workshops Workshops in prisons Professional sports workshops Presentations to parliamentary select committee Contributions to research and knowledge sharing Contributions to networks of practitioners

Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The Trustees have had regard to the guidance issued by the Charity Commission on public benefit.
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Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	Beyond Equality does not make grants or distribute funds
Policy on social investment including program related investment	Para 1.38	Beyond Equality does not make any social investments or investments
Contribution made by volunteers	Para 1.38	Volunteers make a significant contribution to Beyond Equality CIO, as assistant facilitators in schools workshops, and as peer-educators in some university workshops. However, due to a shift in our delivery model and to COVID. There were only a 40 volunteer hours contributed during the reporting period, with volunteering only restarting in February 2022 Volunteers were offered free training, educational events and discussion groups. 88 new volunteers were trained during the period of reporting.
Other		

Achievements and Performance

	SORP	
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	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	The charity has navigated a difficult period during COVID and has successfully adapted by developing a new suite of training offers that could be delivered online or safely in person. Given the small group discussion nature of our primary activities, this was a large adjustment. The charity has been at the forefront of the national efforts to engage men and boys directly in preventing Violence Against Women and Girls and Gender Based Violence, notably by contributing to multiple public forums, as televised news programs, radio programs and documentaries, conferences for professionals such as teachers, as well as contributing to the Parliamentary Select Committee in March 2022. The benefits of this work have been wide, and have included a large transfer of knowledge and experience in how to bring men and boys into these conversations, the specific learning pathways that are appropriate to different audiences, and the need for further policy and investment. Our impact via social media is summarised further below. Our direct training and mentoring was predominantly carried out in three sectors: schools, universities and workplaces, reported on further below. The reports cover the period from 01/09/21 to 31/04/22, as prior to 01/09/21 the CIO did not deliver any workshops, as it only acquired the rights and operations to do this work from Good Lad Initiative CIC from 01/09/21.

Schools workshops Participant Feedback

Percentage of respondents that report positively on our measured indices

- Module 1:- 93% +ve; Module 2:- 89% +ve; Module 3:- 93%
- Teacher Training:- 72% recommend, 23% maybe

	Total for the Year vs Year Goals			
	Teachers Trained	Pupils educated in 3 workshop program	Assemblies delivered	
GOALS	370	6000 pupils	61	
ACHIEVED	602	5531 pupils	60	

Universities

Participant Feedback

Percentage of respondents that report positively on our measured indices

- Team Talk:- 87.06%
- Student Leadership:- 88.00%
- Follow up:- 100.00%

	Academic Year (Sep – August)			
	Team Talk	Student Leadership	Follow up	Total
Goal	134	21	50	205
Achieved	120	20	17	157

Workplaces

	Year to Date (Sep – August)
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	1hr Events	2hr Workshops	Packages	Total
Goal	22	0	0	22
Achieved	29	7	1	36

Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	As indicated above, the three main departments performed roughly inline with goals for the period. The universities department failed to meet the goals for delivery of follow up workshops. The staff team reported to trustees that this was due to a lack of interest and organisational capacity from university student groups. They responded by producing new promotional materials to increase interest, and changing bookings processes to make these easier for student groups.
Performance of fundraising activities against objectives set	Para 1.41	The organisation had a total income of £412,860, which slightly exceeded the objectives of £400,000 for this period. 28% of this income was donations and grants and 71% was from sales of workshops.
Investment performance against objectives	Para 1.41	The charity does not make investments
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	See the balance sheet below
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	Beyond Equality holds reserves to ensure that we can pay our staff if we need to cease to continue to operate, and to enable us to strategically invest in future opportunities. The policy sets the reserves goal as 3-6 months of monthly fixed expenditure. While the reserves remain in within this goal, there is a monthly report by the organisation's accountant on financial performance to the Treasurer, Managing Director and Project Manager, and a quarterly report to the board. When the reserves are below 3 months, the trustees require monthly reports on short term fundraising (including all income generating activities) and expenditures, and restrict any investments in non-essential, non-revenue generating activities. During the reporting period the organisation has increased it's reserves in line with a growing staff size.
Amount of reserves held	Para 1.22	£47,783
Reasons for holding zero reserves	Para 1.22	N/A
Details of fund materially in deficit	Para 1.24	N/A
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	There are no uncertainties about the charity continuing

Beyond Equality CIO

Balance Sheet

	Note	As at
	£	30/04/2022 £
Total Fixed Assets		

	-
Total Current Assets	85,630.37
Of the total current assets	
what is the value of investments	-
Of the total current assets	
what value is Cash at bank and in hand	72,653.18
Creditors falling within 1 year	37,846.52
Creditors falling outside 1 year	-
Defined Benefit Scheme Asset	-
Total Net Assets / Liabilities	<u>47,783.85</u>
Funds	<u>47,783.85</u>

Beyond Equality

Financial Activities

	<u>23 Apr 21 - 31 Aug 21</u>	<u>1 Sept 21 - 30 Apr 22</u>
	Total	Total
Income		
Donations	68,267.71	12,594.19
Grants Received		466.67
Major Donations		33,639.51
Sales - Workshop Fees		291,873.23
Travel Reimbursements Received		6,018.97
	£	£
Total Income	68,267.71	344,592.57
	£	£
Total Expenditures	68,267.71	344,592.57

Accommodation		3,179.44
Advertising		211.57
Bank charges		46.80
Freelance Costs		131,033.45
Insurance		512.75
IT Costs		4,663.23
Legal and professional fees		780.00
Pension Costs		8,387.94
Printing, postage and stationery		324.37
Recruitment expenses		3,698.83
Refreshments & Subsistence		2,652.64
Rent		345.00
Salaries - Gross Pay	34,557.70	162,772.73
Stationery, printing & office supplies		355.23
Subscriptions		135.17
Sundries		45.00
Training Costs		130.75
Travelling expenses		10,354.61
Workshop Costs & Materials		61.19
	£	£
Total Expenditures	34,557.70	329,690.70
	£	£
Net Operating Income	33,710.01	14,901.87
Other Income		
Community Donations		321.97
		£
Total Other Income		321.97
Other Expenditures		
Consultancy		200.00
Refunds		950.00
		£
Total Other Expenditures		1,150.00
		-£
Net Other Income		828.03
	£	£
Net Income/(Expenditure)	33,710.01	14,073.84

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	The Charities main sources of funds during the accounting period were the delivery of services to schools and workplaces. 71% of income was from sales of workshops 28% from grants and donations.
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Investment policy and objectives including any social investment policy adopted	Para 1.46	N/A
A description of the principal risks facing the charity	Para 1.46	Financial risks - Loss of key clients or underperforming of sales - Dependency on schools income and workplaces income - Inadequate reserves Operational risks - Loss of key staff, including Managing Director, Head of Facilitation and Head of Departments - Loss of consistent freelance facilitators - Reduced quality of facilitation due to challenges onboarding Governance risks - Challenges in implementing appropriate management structure in small team External risks - Reduced public perception and reputation - Change in policy environment that enable our workshops to be delivered, particularly in schools policies Compliance with law - Child protection, safeguarding and other areas related to duty of care - Understanding of regulatory environment for fundraising and volunteer management
Other		Two conflicts of interest were identified by trustees - Satwinder Sandhu is related to one staff member, Sharan Jaswal. He has noted this to trustees and excluded himself from any

		decisions pertaining directly to her employment or employment conditions - William Oppenheimer consulted the organisation's staff on setting up of online learning platforms for internal training, his area of professional expertise. He excluded himself from any decisions on these matters.
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Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Charitable Incorporated Organisation Constitution
How is the charity constituted? (e.g. unincorporated association, CIO)	Para 1.25	The charity is incorporated as a 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	New trustees are elected by a majority of existing trustees, and in accordance with the constitution statements on trustees. Trustees have a fixed term of 3 years, with extensions negotiable. Trustee selection begins after a skills, experience and lived experience review of the existing board, to identify areas where additional skills or qualifications are needed, and to ensure that the board is representative of the beneficiaries of our workshops and campaigns, and also has suitable knowledge of the sectors that we work within. Trustee selection includes an outreach process, application process with professional and values questions, interviews with key staff and trustees, diversity review and formal recommendations to the existing trustees.

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	Trustees are presented with the following documents on their appointment - CIO Constitution - Latest annual report and quarterly report to the trustees - Guidance on good governance prepared by our lawyers - Current organisational strategy and operational strategy They are mentored by an outgoing
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		trustee for one full quarterly cycle. They attend the organisational onboarding training. They observe at least one training moment delivered by the staff.
The charity's organisational structure and any wider network with which the charity works	Para 1.51	The charity is governed by the board of trustees, who meet quarterly and receive operational reports and risk reports from the staff. The organisation works within the wider MenEngage network, and is a member of the European branch and global body. This is a network for organisations and individuals who do inclusive and feminist informed work with men and boys. The organisation works within several networks of UK organisation's, including the Girl's Network (furthering girls rights), Men's Network (working with men and boys), and UK universities sexual violence prevention network.
Relationship with any related parties	Para 1.51	Beyond Equality CIO has acquired the intellectual property, staff, volunteers and many organisation structures from Good Lad Initiative CIC. During the reporting period, the operations transitioned from Good Lad Initiative CIC.
Other		

Reference and Administrative details

Charity name	Beyond Equality CIO
Other name the charity uses	Good Lad Initiative CIO (changed 20 March 2022)
Registered charity number	1192395
Charity's principal address	PO Box 67, Seaton, Devon, EX12 9BA



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	Donald Henderson Mbeutcha		From 03/08/2021	
2	Alyssa Ordu		From 03/08/2021	
3	Satwinder Sandhu		From 03/08/2021	
4	Georgia Rigg	Safeguarding	From 02/08/2021	
5	David Llewellyn	Treasurer		
6	Rachel Cassidy			
7	Nikolas Kirby			
8	William Oppenheimer		Until 11/08/21	
9	Erica Mirick		From 03/08/21	
10	Janey Starling	Interim Chair		
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		
Donald Mbeutcha	Satwinder Sandhu	
Alyssa Ordu		
Georgia Rigg		
Nik Kirby		
David Llewellyn		
Rachel Cassidy		



Name of trustees holding title to property belonging to the charity N/A

[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	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	

Additional information (optional)

Names and addresses of advisers (Optional information)

N/A

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

Daniel Rodney Guinness (Managing Director)
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Exemptions from disclosure

Reason for non-disclosure of key personnel details

N/A

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)	<i>Daniel Guinness</i>	
Full name(s)	Daniel Guinness	
Position (eg Secretary, Chair, etc)	Managing Director	
Date	28 February 2023	

Beyond Equality Financial Activities

23 Apr 21 - 31 Aug 21

	<u>Total</u>
Income	
Donations	68,267.71
Grants Received	
Major Donations	
Sales - Workshop Fees	
Travel Reimbursements Received	
Total Income	<u>£ 68,267.71</u>
Total	<u>£ 68,267.71</u>
Expenditures	
Accommodation	
Advertising	
Bank charges	
Freelance Costs	
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IT Costs	
Legal and professional fees	
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Refreshments & Subsistence	
Rent	
Salaries - Gross Pay	34,557.70
Stationery, printing & office supplies	
Subscriptions	
Sundries	
Training Costs	
Travelling expenses	
Workshop Costs & Materials	
Total Expenditures	<u>£ 34,557.70</u>
Net Operating Income	<u>£ 33,710.01</u>
Other Income	
Community Donations	
Total Other Income	
Other Expenditures	
Consultancy	
Refunds	
Total Other Expenditures	
Net Other Income	
Net Income/(Expenditure)	<u>£ 33,710.01</u>

23/4/21 - 30/4/22

1 Sept 21 - 30 Apr 22

Total

12,594.19
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33,639.51
291,873.23
6,018.97

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780.00
8,387.94
324.37
3,698.83
2,652.64
345.00
162,772.73
355.23
135.17
45.00
130.75
10,354.61
61.19

£ 329,690.70

£ 14,901.87

321.97

£ 321.97

200.00
950.00

£ 1,150.00

-£ 828.03

£ 14,073.84

GRAND TOTAL

80,861.90
466.67
33,639.51
291,873.23
6,018.97

£ 412,860.28

£ 412,860.28

0.00
3,179.44
211.57
46.80
131,033.45
512.75
4,663.23
780.00
8,387.94
324.37
3,698.83
2,652.64
345.00
197,330.43
355.23
135.17
45.00
130.75
10,354.61
61.19

£ 364,248.40

£ 48,611.88

321.97

£ 321.97

200.00
950.00

£ 1,150.00

-£ 828.03

£ 47,783.85

Beyond Equality CIO

Balance Sheet

	As at
Note	04/30/2022
£	£
Total Fixed Assets	-
Total Current Assets	85,630.37
Of the total current assets what is the	-
Of the total current assets what value	72,653.18
Creditors falling within 1 year	37,846.52
Creditors falling outside 1 year	-
Defined Benefit Scheme Asset	-
Total Net Assets / Liabilities	47,783.85
Funds	47,783.85

**Sales -
Workshop
Fees**

Date	Transaction Type	No.	Adj	Name	Memo/Description	Account
02/09/2021	Invoice	1220	No	University of Liverpool	P.O. HSS/1006861 39 - To consult on co- promotion to Universities of a research based educational toolkit - #men4chang e - and to create materials and communicatio ns to promote the toolkit through their networks.	Sales - Workshop Fees
02/09/2021	Invoice	1221	No	Dulwich College	Workshop Assemblies 13/9/21	Sales - Workshop Fees
03/09/2021	Invoice	1225	No	Wetherby Senior School	Modules 1,2 & 3.	Sales - Workshop Fees
03/09/2021	Invoice	1224	No	Merchant Taylors' Boys School	Modules 1,2 & 3 (£2,925 Workshop cost + £150 Facilitator Fee)	Sales - Workshop Fees
03/09/2021	Invoice	1223	No	City of London Freeman School	PO- 81_936030_0_US Workshop Modules 1, 2 & 3	Sales - Workshop Fees
03/09/2021	Invoice	1222	No	Leys School Cambridge	Assemblies Workshops	Sales - Workshop Fees
06/09/2021	Invoice	1226	No	Amazon	Amazon test payment	Sales - Workshop Fees
07/09/2021	Invoice	1227	No	Lingfield College	Workshop 16/9/21	Sales - Workshop Fees
07/09/2021	Invoice	1228	No	University College School London	Pilot Module1	Sales - Workshop Fees
07/09/2021	Invoice	1229	No	Ark Pioneer Academy	Year 9 Workshops	Sales - Workshop Fees
16/09/2021	Invoice	1230	No	City of London Freeman School	Administratio n fee in relation to Workshop date change	Sales - Workshop Fees
22/09/2021	Invoice	1232	No	St Albans School	Module 1 & 2	Sales - Workshop Fees

22/09/2021	Invoice	1233	No	Chiswick School	Assembly 28th September 2021	Sales - Workshop Fees
22/09/2021	Invoice	1231	No	Facebook Ireland	Workshop 6th October 2021	Sales - Workshop Fees
23/09/2021	Invoice	1235	No	Trinity Croydon School	P.O. 4210 - Modules 1, 2 & 3	Sales - Workshop Fees
23/09/2021	Invoice	1234	No	Concord College	Purchase Order 82080 - Module 1, 2 & 3	Sales - Workshop Fees
29/09/2021	Invoice	1237	No	The Leathersellers ' Federation of Schools	Workshop 7/10/21	Sales - Workshop Fees
29/09/2021	Invoice	1238	No	The City Academy	Teacher Training Workshops	Sales - Workshop Fees
01/10/2021	Invoice	1239	No	University of Bath	P.O.22055550 - Induction Workshop AAPS	Sales - Workshop Fees
05/10/2021	Invoice	1241	No	Kingston Grammar School	Modules 1,2 & 3	Sales - Workshop Fees
05/10/2021	Invoice	1240	No	Hampshire County Council	Purchase Order - 9004640886 Speaker - PDL Conference 2021 - Class ID 56327	Sales - Workshop Fees
05/10/2021	Invoice	1242	No	Seaford College	Modules 1, 2 & 3	Sales - Workshop Fees
05/10/2021	Invoice	1244	No	Edinburgh Rugby	Workshop - August 2021	Sales - Workshop Fees
05/10/2021	Invoice	1243	No	Candour TV	Workshop	Sales - Workshop Fees
06/10/2021	Invoice	1245	No	John Hampden Grammar School	Modules 1,2 & 3	Sales - Workshop Fees
13/10/2021	Invoice	1246	No	St John's College	9 x Postgraduate Team Talk Workshops	Sales - Workshop Fees
13/10/2021	Invoice	1246	No	St John's College	1 x Volunteer Training Session	Sales - Workshop Fees
13/10/2021	Invoice	1246	No	St John's College	9 x Undergraduate Real Talk Workshops	Sales - Workshop Fees
14/10/2021	Credit Note	1252	No	MCRA	Write off invoice 1072	Sales - Workshop Fees

14/10/2021	Invoice	1247	No	Central and West London NHS Trust	P.O 4700021974 - Speaker at the Westminster CAMHS Team Away day on the 14th Sept 2021	Sales - Workshop Fees
14/10/2021	Invoice	1248	No	Royal Hospital School	Modules 1, 2 & 3	Sales - Workshop Fees
14/10/2021	Invoice	1249	No	Riddlesdown Collegiate	Workshop 15th November & 13th December	Sales - Workshop Fees
14/10/2021	Invoice	1250	No	Bishop Herber High School	Modules 1 and 2 (11/11/2021)	Sales - Workshop Fees
14/10/2021	Invoice	1251	No	Taylor Wessing LLP	Workshop 15th November 2021	Sales - Workshop Fees
18/10/2021	Invoice	1253	No	Gamesys Ltd	Workshop 10th November 2021	Sales - Workshop Fees
20/10/2021	Invoice	1254	No	LMH Oxford	Workshop	Sales - Workshop Fees
22/10/2021	Invoice	1255	No	De Montfort University	Workshop 8/10/21	Sales - Workshop Fees
27/10/2021	Invoice	1256	No	Balliol College (ox) Men's Rugby	Workshop - 12th October 2021	Sales - Workshop Fees
28/10/2021	Invoice	1257	No	Balliol College (ox) Men's Rugby	Workshop	Sales - Workshop Fees
01/11/2021	Invoice	1258	No	Worthy Down Support Unit	Workshop 30th November 2021	Sales - Workshop Fees
05/11/2021	Invoice	1259	No	Bishop Herber High School	2 x Assemblies	Sales - Workshop Fees
09/11/2021	Invoice	1260	No	Northumbria University	PO 710079345 - Workshop 3rd November 2021	Sales - Workshop Fees
11/11/2021	Invoice	1261	No	Step 2 Young People's Health	Teacher Training Session	Sales - Workshop Fees
12/11/2021	Credit Note	1262	No	Marlyebone Boys School	Refund	Sales - Workshop Fees
12/11/2021	Invoice	1263	No	Sexe & Consentement	Workshop	Sales - Workshop Fees

16/11/2021	Invoice	1267	No	Central & North West London NHS FT	P.O. 317191397	Sales - Workshop Fees
16/11/2021	Invoice	1264	No	Hertford College	Workshop 23rd October 2021	Sales - Workshop Fees
16/11/2021	Invoice	1265	No	Optimus	Order No. 31022127 RSE Digital - Speaker Fee	Sales - Workshop Fees
16/11/2021	Invoice	1266	No	Cambridge University Press & Assessment	P.O. 3000090570 HODACC - Masculinities in the workplace	Sales - Workshop Fees
19/11/2021	Invoice	1268	No	Our Lady & St John Catholic School	2 x Assemblies	Sales - Workshop Fees
22/11/2021	Invoice	1270	No	Bynd Limited	Beyond Equality Workshop	Sales - Workshop Fees
22/11/2021	Invoice	1269	No	Go Cardless	Workshop - 1st December 2021	Sales - Workshop Fees
22/11/2021	Invoice	1271	No	Brighton College	Modules 1, 2 & 3	Sales - Workshop Fees
22/11/2021	Invoice	1272	No	London School of Economics	Beyond Equality Workshop - 2nd December 2021	Sales - Workshop Fees
25/11/2021	Invoice	1273	No	RAF	Guest Speaker at RAF Gender Network's International Men's Day	Sales - Workshop Fees
25/11/2021	Invoice	1274	No	Jungle Creations Ltd	Workshop	Sales - Workshop Fees
29/11/2021	Invoice	1275	No	SPS Pegasus School	P.O. PEG / 6194 - Assembly 10th December 2021	Sales - Workshop Fees
30/11/2021	Invoice	1276	No	Walt Disney Company	P.O. Number 4506647105 Reimagine Panel Event	Sales - Workshop Fees
30/11/2021	Invoice	1277	No	Brasenose College, Oxford University	Workshop	Sales - Workshop Fees
01/12/2021	Invoice	1278	No	Oakwood Park Grammar School	Year 10 - Modules 1, 2 & 3	Sales - Workshop Fees

01/12/2021	Invoice	1280	No	Eton College	Module 1	Sales - Workshop Fees
01/12/2021	Invoice	1279	No	Lingfield College	3 x Assemblies	Sales - Workshop Fees
03/12/2021	Invoice	1281	No	Itech Media Services Limited	Workshop 8th December 2021	Sales - Workshop Fees
06/12/2021	Invoice	1282	No	Mediacom	Order P92632 - International Men's Day Community Space	Sales - Workshop Fees
08/12/2021	Invoice	1286	No	Shrewsbury School	Teacher Training	Sales - Workshop Fees
08/12/2021	Invoice	1285	No	Leathersellers Federation of Schools	Module 3 - Workshop Delivery	Sales - Workshop Fees
10/12/2021	Invoice	1288	No	University of Bath	P.O. 22056717 - Workshop	Sales - Workshop Fees
10/12/2021	Invoice	1287	No	University of Sussex Students' Union	Workshop	Sales - Workshop Fees
10/12/2021	Invoice	1290	No	Folkestone & Hythe District Council	P.O. HR01782 - Men's Mental Health Session	Sales - Workshop Fees
10/12/2021	Invoice	1289	No	BIMM Institute	P.O. 0000004495 - Workshop	Sales - Workshop Fees
13/12/2021	Invoice	1291	No	Haggerston School	P.O. HS007540 Modules 1,2,& 3	Sales - Workshop Fees
15/12/2021	Invoice	1292	No	Bynd Limited	Filming Fee	Sales - Workshop Fees
17/12/2021	Invoice	1295	No	PGL Travel Ltd	6 Seminars - 12th & 13th January 2021 3 x Foundations of Allyship 3 x Preventing Sexual Harassment Prevention	Sales - Workshop Fees
17/12/2021	Invoice	1293	No	St Paul's School	Workshops 5th January & 14th February 2022.	Sales - Workshop Fees
17/12/2021	Invoice	1294	No	Our Bodies Our Voice	Staff Workshop - 5 Workshop Series less fee	Sales - Workshop Fees

				TRINITY LABAN CONSERVATOIRE OF MUSIC AND DANCE	P.O. 7026135 - Workshop Series	Sales - Workshop Fees
20/12/2021	Invoice	1297	No			
20/12/2021	Invoice	1296	No	Collingwood College	Workshop	Sales - Workshop Fees
21/12/2021	Invoice	1298	No	Surrey Sports Park Limited	P.O. 69320859 Workshops for Tem Surrey Rugby	Sales - Workshop Fees
22/12/2021	Invoice	1300	No	Thomas's Outdoor Department	Workshop	Sales - Workshop Fees
22/12/2021	Invoice	1299	No	Thoughtworks	Workshops	Sales - Workshop Fees
06/01/2022	Invoice	1301	No	Winchcombe School	Workshop 31 January 2022	Sales - Workshop Fees
06/01/2022	Invoice	1302	No	Dulwich School	Workshop 19th January 2022	Sales - Workshop Fees
10/01/2022	Invoice	1303	No	Calthorpe Park School	Year 9 and 10 Workshops	Sales - Workshop Fees
10/01/2022	Invoice	1304	No	University of Cambridge	4 x Team Talk Workshops	Sales - Workshop Fees
14/01/2022	Invoice	1306	No	Cambridge University Boat Club	4 x Team Talks	Sales - Workshop Fees
17/01/2022	Invoice	1307	No	Southampton Council	- 68 Assemblies to be delivered by 31st of March 2022. - 2 Staff trainings to be delivered on 16th February 2022 and 1st March 2022.	Sales - Workshop Fees
17/01/2022	Invoice	1308	No	Ringwood School	Assembly 28th January 2022	Sales - Workshop Fees
18/01/2022	Invoice	1309	No	Pirton Rugby Team	1 x Team Talk	Sales - Workshop Fees

27/01/2022	Invoice	1312	No	University of Chester	TeamTalks (Online & In-Person); Student Leadership (Online & In-Person); Mens Allyship (Follow-On); Mens Sex & Healthy Relationships (Follow-On)	Sales - Workshop Fees
28/01/2022	Invoice	1313	No	St John's Boat Club	3 x Team Talks	Sales - Workshop Fees
31/01/2022	Invoice	1310	No	Plan Ltd	P.O. 4500834188 - Workshop Series	Sales - Workshop Fees
31/01/2022	Invoice	1314	No	Plymouth City Council	PLY047663 - Male Allyship Seminar, 1 facilitator 01 Mar22. PCC Contact Anna Moss	Sales - Workshop Fees
31/01/2022	Invoice	1314	No	Plymouth City Council	PLY047663 - Male Allyship Network Project & travel Stipend for Facilitator. PCC contact Laura Griffith	Sales - Workshop Fees
02/02/2022	Invoice	1315	No	St Catherine's College, Oxford University	Team Talk - Mixed Gender	Sales - Workshop Fees
02/02/2022	Invoice	1316	No	Mansfield College Boat Club	3 Team Talks	Sales - Workshop Fees
02/02/2022	Invoice	1317	No	Castle View Academy	Assemblies - 10/2/22	Sales - Workshop Fees
02/02/2022	Invoice	1318	No	Clifton College	Assembly - 10/3/22	Sales - Workshop Fees
07/02/2022	Invoice	1320	No	Sherborne School	Module 3 Workshops	Sales - Workshop Fees

07/02/2022	Invoice	1321	No	University of Manchester	P.O. ASS2292156 Men's Football - 7th Feb 6-8pm Men's Rugby League - 8th Feb - timing TBC Men's Medic Rugby - 10th Feb - timing TBC Men's Rugby Union - 7th Feb 3-5pm	Sales - Workshop Fees
11/02/2022	Invoice	1324	No	Hampton School	Modules 1, 2 & 3	Sales - Workshop Fees
11/02/2022	Invoice	1323	No	Dame Allan's School	Modules 1, 2 & 3	Sales - Workshop Fees
11/02/2022	Invoice	1325	No	Scarborough UTC	Assembly	Sales - Workshop Fees
16/02/2022	Invoice	1326	No	Balliol College JCR	University Facilitator Sessions	Sales - Workshop Fees
18/02/2022	Invoice	1328	No	University of Manchester	Workshop - P.O. ASS2292156	Sales - Workshop Fees
18/02/2022	Invoice	1327	No	Oxford Brookes University	P.O. OBSU000012 Team Talks 1st and 8th February 2022	Sales - Workshop Fees
28/02/2022	Invoice	1319	No	Central Foundation Boys' School	Workshops 28/2/22 - Total Fee = £3,640 + Vat Agreed instalment schedule - 50% to be invoiced 28th Feb, 25% 28th March & 25% 28th April 2022.	Sales - Workshop Fees
01/03/2022	Invoice	1333	No	Stowe School	Teacher Training Session x 15 Staff members	Sales - Workshop Fees

01/03/2022	Invoice	1334	No	Portchester Community School	P.O. 9004672265 - Teacher Training Session for 14 staff members	Sales - Workshop Fees
01/03/2022	Invoice	1335	No	Hopwood Hall College	Modules 1, 2 & 3 (Incl Travel)	Sales - Workshop Fees
01/03/2022	Invoice	1336	No	Richard Lander School	Teacher Training Session - 20 Staff members	Sales - Workshop Fees
01/03/2022	Invoice	1337	No	The King's School Macclesfield	Workshops 1 & 2, 25th March 2022	Sales - Workshop Fees
01/03/2022	Invoice	1332	No	The Kinetic Foundation	Modules 1 - 3	Sales - Workshop Fees
01/03/2022	Invoice	1331	No	Hadlow Rural Community School	Years 8 - 11 Assemblies	Sales - Workshop Fees
01/03/2022	Invoice	1330	No	St John's Rugby Club	1 x Team Talk	Sales - Workshop Fees
01/03/2022	Invoice	1338	No	Hampton School	Teacher Training Session - 20 Staff members	Sales - Workshop Fees
08/03/2022	Invoice	1322	No	Highways England	P.O. 3043047 - Speaker at IWD North West Cross Government virtual event	Sales - Workshop Fees
15/03/2022	Invoice	1340	No	Cardiff Students Union	Online Team Talks	Sales - Workshop Fees
15/03/2022	Invoice	1339	No	Forest Hill School	Modules 1, 2 & 3	Sales - Workshop Fees
18/03/2022	Invoice	1341	No	St Edmund's Hall	2 x Men's Team Talk	Sales - Workshop Fees
28/03/2022	Invoice	1342	No	University of Plymouth	P.O. 198377 - Student Leadership Workshops	Sales - Workshop Fees
01/04/2022	Invoice	1346	No	The Buckingham School	Modules 1,2 & 3	Sales - Workshop Fees
01/04/2022	Invoice	1345	No	Haringey Sixth Form Centre	Year 12 Workshops (Dates 24th May for Modules 1 & 2 & 7th June for Module 3).	Sales - Workshop Fees
01/04/2022	Credit Note	1343	No	Central and West London NHS Trust	Inv 1247 Raised in Error	Sales - Workshop Fees

						P.O. Number 34018 Team Talk / Student Leadership	
					SU Students Groups, University of Bath	14 Team Talks 1 Student leadership training	Sales - Workshop Fees
	01/04/2022	Invoice	1344	No	Oxford University Sports Services	P.O. GD2004729 - Team Talks	Sales - Workshop Fees
	12/04/2022	Invoice	1347	No	The British School of Tokyo	Teacher Training Workshop	Sales - Workshop Fees
	22/04/2022	Invoice	1348	No			
Total for Sales - Workshop Fees							
TOTAL							

[illegible]

Debtors	500.00	32,014.01
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Debtors	1,000.00	33,014.01
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Debtors	4,657.00	37,671.01
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Debtors	3,901.00	41,572.01
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Debtors	2,000.00	43,572.01
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Debtors	2,000.00	45,572.01
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Debtors	750.00	46,322.01
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Debtors	4,077.00	50,399.01
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Debtors	1,000.00	51,399.01
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Debtors	4,215.00	55,614.01
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Debtors	400.00	56,014.01
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Debtors	350.00	56,364.01
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Debtors	4,510.00	60,874.01
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Debtors	900.00	61,774.01
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Debtors	600.00	62,374.01
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Debtors	1,350.00	63,724.01
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Debtors	-1,600.00	62,124.01
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Debtors	300.00	62,424.01
Debtors	1,900.00	64,324.01
Debtors	640.00	64,964.01
Debtors	2,535.00	67,499.01
Debtors	1,000.00	68,499.01
Debtors	1,500.00	69,999.01
Debtors	1,800.00	71,799.01
Debtors	1,702.85	73,501.86
Debtors	200.00	73,701.86
Debtors	200.00	73,901.86
Debtors	1,500.00	75,401.86
Debtors	1,000.00	76,401.86
Debtors	350.00	76,751.86
Debtors	780.00	77,531.86
Debtors	0.00	77,531.86
Debtors	333.60	77,865.46

Debtors	300.00	78,165.46
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Debtors	600.00	78,765.46
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Debtors	550.00	79,315.46
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Debtors	1,500.00	80,815.46
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Debtors	600.00	81,415.46
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Debtors	1,000.00	82,415.46
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Debtors	1,500.00	83,915.46
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Debtors	8,350.00	92,265.46
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Debtors	1,000.00	93,265.46
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Debtors	250.00	93,515.46
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Debtors	1,000.00	94,515.46
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Debtors	300.00	94,815.46
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Debtors	500.00	95,315.46
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Debtors	400.00	95,715.46
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Debtors	3,901.00	99,616.46
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Debtors	15,000.00	114,616.46
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Debtors	1,800.00	116,416.46
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Debtors	1,000.00	117,416.46
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Debtors	600.00	118,016.46
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Debtors	3,600.00	121,616.46
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Debtors	6,000.00	127,616.46
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Debtors	1,500.00	129,116.46
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Debtors	350.00	129,466.46
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Debtors	1,500.00	130,966.46
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Debtors	350.00	131,316.46
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Debtors	3,135.00	134,451.46
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Debtors	500.00	134,951.46
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Debtors	6,000.00	140,951.46
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Debtors	7,000.00	147,951.46
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Debtors	1,034.43	148,985.89
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Debtors	700.00	149,685.89

Debtors	350.00	150,035.89
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Debtors	400.00	150,435.89
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Debtors	1,500.00	151,935.89
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Debtors	1,500.00	153,435.89
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Debtors	300.00	153,735.89
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Debtors	500.00	154,235.89
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Debtors	6,350.00	160,585.89
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Debtors	600.00	161,185.89
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Debtors	600.00	161,785.89
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Debtors	27,000.00	188,785.89
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Debtors	350.00	189,135.89
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Debtors	150.00	189,285.89
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Debtors	10,300.00	199,585.89
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Debtors	450.00	200,035.89
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Debtors	2,499.00	202,534.89
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Debtors	1,000.00	203,534.89
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Debtors	6,500.00	210,034.89
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Debtors	200.00	210,234.89
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Debtors	450.00	210,684.89
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Debtors	500.00	211,184.89
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Debtors	500.00	211,684.89
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Debtors	4,530.00	216,214.89
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Debtors	1,200.00	217,414.89
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Debtors	6,021.00	223,435.89
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Debtors	5,744.00	229,179.89
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Debtors	350.00	229,529.89
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Debtors	416.67	229,946.56
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Debtors	200.00	230,146.56
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Debtors	1,200.00	231,346.56
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Debtors	3,640.00	234,986.56
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Debtors	900.00	235,886.56
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Debtors	560.00	236,446.56
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Debtors	11,036.00	247,482.56
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Debtors	800.00	248,282.56
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Debtors	800.00	249,082.56
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Debtors	1,500.00	250,582.56
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Debtors	600.00	251,182.56
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Debtors	150.00	251,332.56
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Debtors	1,200.00	252,532.56
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Debtors	100.00	252,632.56
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Debtors	5,000.00	257,632.56
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Debtors	14,742.00	272,374.56
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Debtors	400.00	272,774.56
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Debtors	3,400.00	276,174.56
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Debtors	5,135.00	281,309.56
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Debtors	2,517.00	283,826.56
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Debtors	0.00	283,826.56
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Debtors	6,666.67	290,493.23
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Debtors	600.00	291,093.23
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Debtors	<u>780.00</u>	291,873.23
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Date	Transaction Type	No.	Adj	Name	Memo/Description	Account
22/09/2021	Invoice	1231	No	Facebook Ireland	Workshop 6th October 2021	Sales - Workshop Fees
12/11/2021	Invoice	1263	No	Sexe & Consentement	Workshop	Sales - Workshop Fees
17/12/2021	Invoice	1294	No	Our Bodies Our Voice	Staff Workshop - 5 Workshop Series less fee	Sales - Workshop Fees
20/12/2021	Invoice	1297	No	TRINITY LABAN CONSERVATOIRE OF MUSIC AND DANCE	P.O. 7026135 - Workshop Series	Sales - Workshop Fees

Split	Amount	Balance
Debtors	1,000.00	
Debtors	333.60	
Debtors	1,034.43	
Debtors	700.00	
	3,068.03	

Income or contracts from central government of local authorities

Date	Transaction Type	No.	Adj	Name	Memo/Description	Account
10/12/2021	Invoice	1290	No	Folkestone & Hythe District Council	P.O. HR01782 - Men's Mental Health Session	Sales - Workshop Fees
31/01/2022	Invoice	1314	No	Plymouth City Council	PLY047663 - Male Allyship Seminar, 1 facilitator 01 Mar22. PCC Contact Anna Moss	Sales - Workshop Fees
31/01/2022	Invoice	1314	No	Plymouth City Council	PLY047663 - Male Allyship Network Project & travel Stipend for Facilitator. PCC contact Laura Griffith	Sales - Workshop Fees

Split	Amount
Debtors	1,500.00
Debtors	1,000.00
Debtors	6,500.00
	9,000.00

Money provided by the governments furlough scheme

DISCLOSE AS INCOME FROM GOVERNMENT GRANTS

**Beyond Equality
Transaction Report**

18 November, 2020 - 30 April, 2021

	Date	Transaction Type	No.	Adj	Name	Memo/Des cription
Grants Received						
	24/09/2021	Invoice	1236	No	JRS	September Claim
Total for Grants Received						
TOTAL						

Account	Split	Amount
Grants Received	Debtors	<u>466.67</u>
		<u>£ 466.67</u>



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

BEYOND EQUALITY

On accounts for the year
ended

30/04/2022

Charity no
(if any)

1192355

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 30/04/2022

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

[The charity's gross income exceeded £250,000 and I am qualified to
undertake the examination by being a qualified member of [insert name of
applicable listed body]]. Delete [] if not applicable. CHARTERED

INSTITUTE OF MANAGEMENT ACCOUNTANTS
I have completed my examination. I confirm that no material matters have
come to my attention in connection with the examination (other than that
disclosed below *) 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:

AUSON WYATT

Date:

28/12/2023

Name:

AUSON WYATT

Relevant professional
qualification(s) or body

CHARTERED INSTITUTE OF MANAGEMENT ACCOUNTANTS

IER

(if any):

Address:

17 SANDARY CLOSE
NIDDERME NORTON
BA3 4XB.

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.