

BEYOND EQUALITY CIO
UNAUDITED
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 30 AUGUST 2023



BEYOND EQUALITY CIO

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BEYOND EQUALITY CIO

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE PERIOD ENDED 30 AUGUST 2023**

Trustees	D H Mbeutcha A Ordu S Sandhu G Rigg D Llewellyn R Cassidy (resigned 2 May 2024) N Kirby (resigned 1 February 2024) E Mirick (resigned 31 October 2022) J Starling (resigned 31 October 2022) Dr J Hoffmann, Chair (appointed 27 July 2023) F J Finding (appointed 20 April 2023)
Charity registered number	1192395
Principal office	PO Box 67 Seaton EX12 9BA
Managing Director	D Guinness
Accountants	Griffin Chartered Accountants Courtenay House Pynes Hill Exeter EX2 5AZ

TRUSTEES' REPORT
FOR THE PERIOD ENDED 30 AUGUST 2023

The Trustees present their annual report together with the financial statements of the Beyond Equality CIO for the period 1 May 2022 to 30 August 2023.

Objectives and activities

a. Policies and objectives

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.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

b. Activities undertaken to achieve objectives

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

c. Social investment policies

Beyond Equality does not make any social investments or investments.

d. Grant-making policies

Beyond Equality does not make grants or distribute funds.

**TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 30 AUGUST 2023**

Objectives and activities (continued)**e. Volunteers**

Volunteers make a significant contribution to Beyond Equality CIO, as assistant facilitators in school workshops, and as peer-educators in some university workshops. 67.5 volunteer hours were contributed during the reporting period. Volunteers were offered free training, educational events and discussion groups.

During the period of reporting, 37 volunteers attended the Exploring Masculinities training, and 14 attended the Facilitation training. On top of this, 75 volunteer observation hours were completed.

During the period of reporting, 1,531 new people subscribed to Beyond Equality's Community newsletter, 50 new people signed up to Beyond Equality's Volunteer newsletter, and 55 subscribed to Beyond Equality Lead Facilitators' newsletter.

Achievements and performance**a. Main achievements of the Charity**

The organisation published a 2022-2023 impact report, highlighting the successes of the period, which can be found [here](#).

In the context of emerging polarisation among boys, Beyond Equality's mission to disrupt harmful behaviours and attitudes of men has never been more important. In 2022-23, we supported more boys and men to rethink masculinities and worked with more organisations than ever before.

This year, giving young men space to talk about healthy relationships, consent and gender equity was vitally important. The year started with many teachers and school staff deeply concerned about the influence of misogynistic influencers such as Andrew Tate on the attitudes of boys. Indeed our facilitators had noticed a steady rise in overt sexism and misogyny the year prior, and we worked hard to develop different strategies for handling the various, new and complex classroom dynamics that came up while challenging these ideas during discussions about healthy relationships and masculinities.

Our direct training and mentoring was predominantly carried out in three sectors: schools, universities and workplaces, with Sports project added as new areas of work. Overall we reached over 26,500 with more than 1200 workshops or seminars. All activities are reported on further below. At the end of this period we launched a new project, Collective Resilience, aimed at reaching groups of adult men and running workshops to help improve their collective support and individual mental wellbeing, and tackle stigmas for men seeking help and support.

**TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 30 AUGUST 2023**

Achievements and performance (continued)**b. Key performance indicators and Review of activities****Schools workshops**

In the 18-month period between May 2022 and August 2023, the Schools project delivered:

- 17 staff training sessions, reaching over 850 staff in total;
- 50 assemblies, reaching over 5,080 students in total;
- 1,011 pupil workshops, reaching over 23,300 students in total.

The school project also hosted teacher forums and published toolkits to spread best practice.

Feedback from the pupil workshops were as follows:

Average Rating Module 2 rating (very positive & positive)	83%
Average Rating Module 2 rating (very positive & positive)	78%
Average Rating Module 2 rating (very positive & positive)	84%
Rating Module 1-/5	4.14
Rating Module 2-/5	4.08
Rating Module 3-/5	4.23

Boys self reported changes in relation to key learning objectives.

Percentage of affirmative answers to LO Module 1 - now more able to challenge harmful aspects of masculinities	88%
Percentage of affirmative answers to LO Module 2 - now more able to build healthy relationships	93%
Percentage of affirmative answers to LO Module 3 - now more willing to tackle systemic sexism	96%

Sports

In the 18-month period between May 2022 and August 2023, the Sport project delivered:

- 2 Adult Players session, reaching an estimated total of 50 people;
- 35 academy players session, reaching a total of 300 players;
- 1 fans session, reaching a total of 30 people;
- 2 staff and coaches sessions, reaching a total of 110 people;
- 1 all-day youth and community coaches session, reaching a total of 15 people.

Universities**Workshop Numbers**

From 1st April 22 to 31st Aug 23

- Team Talk - 146
- Deeper Dive - 4
- SLT class - 9
- SLT conference - 4
- Presentation - 12
- Panel - 2
- Staff workshop - 1
- Consultancy sessions - 3
- Total - 181 session

TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 30 AUGUST 2023

Achievements and performance (continued)

The feedback

- Team Talk - 87% (952 responders)
- SLT - 71% (68 responders)
- Follow up - 85% (20 responders)

Workplaces

In the 18-month period between May 2022 and August 2023, the Workplaces project delivered:

- 81 workshops
- 17 seminars
- 3 longer programmes, reaching a total of 23 organisations across sectors.

c. Factors relevant to achieve objectives

The three main departments performed roughly in line with objectives set. The schools department met all student related goals, but fell short of goals for the number of teacher training delivered. Universities met their student group goals, but fell short of the leadership training.

Workplaces exceeded all goals set.

d. Fundraising activities and income generation

The organisation had a total income of £1,078,108 for this period, which was a substantial increase on the previous period's £413,183. Even withstanding the different reporting lengths (18 months vs 12 months) this was a significant achievement.

e. Investment policy and performance

The charity does not make investments.

Financial review

a. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operating for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

**TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 30 AUGUST 2023**

b. Reserves policy

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 its reserves in line with a growing staff size.

At the year end, £112,080 of unrestricted free reserves were held and £26,732 of restricted reserves were held for November, leaving a total reserve of £138,812.

c. Finance review

During the period, the charity received total income of £1,078,108 of which £91,134 related to November as restricted funds.

Total expenditure in the year was £987,079 of which £64,402 was against restricted funds and £922,677 unrestricted, resulting in an overall surplus of £91,029.

The charity has funds brought forward of £47,783, leaving a carried forward fund balance of £138,812 after this year's surplus.

d. Principal risks and uncertainties

Financial risks

- Loss of key clients or underperforming of sales
- Dependency on schools income and workplaces income
- Inadequate reserves
- Dependency on some large client relationships

Operational risks

- Loss of key staff, including Managing Director, Head of Facilitation and Heads 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

**TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 30 AUGUST 2023**

e. Principal funding

The Charities main sources of funds during the accounting period were the delivery of services to schools and workplaces. 82% of income was from charitable activities 18% from grants and donations.

Structure, governance and management

a. Constitution

Beyond Equality CIO is a registered charity, number 1192395, and is constituted under a Trust deed.

b. Methods of appointment or election of Trustees

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.

c. Organisational structure and decision-making policies

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 End Violence Against Women coalition the Girl's Network (furthering girls rights) Men's Network (working with men and boys) and UK universities sexual violence prevention network.

d. Policies adopted for the induction and training of Trustees

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 trustee for one full quarterly cycle.

They attend the organisational onboarding training.

They observe at least one training moment delivered by the staff.

TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 30 AUGUST 2023

Structure, governance and management (continued)

e. Related party relationships

One conflict 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.

Beyond Equality CIO is currently in the process of transferring the intellectual property, staff, volunteers and many organisation structures from Good Lad Initiative CIC.

Statement of Trustees' responsibilities

The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees on
and signed on their behalf by:



Dr J Hoffmann
Chair of Trustees

27/06/2024

**INDEPENDENT EXAMINER'S REPORT
FOR THE PERIOD ENDED 30 AUGUST 2023**

Independent examiner's report to the Trustees of Beyond Equality CIO ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the period ended 30 August 2023.

Responsibilities and basis of report

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Your attention is drawn to the fact that the Charity has prepared the accounts in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

Since the charity's gross income exceeded £250,000, the examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, of which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do 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.

INDEPENDENT EXAMINER'S REPORT (CONTINUED)
FOR THE PERIOD ENDED 30 AUGUST 2023

Disclosure section

An audit dispensation was granted for the period ended 30 August 2023 by the Charity Commission on 1st May 2024 under regulation 34(3)(b) of the Charities (Accounts and Reports) Regulations 2008. This dispensation was requested based upon the fact that the Charity has extended their year end to 30 August, therefore having to prepare accounts for a 16 month period which has resulted in them exceeding the audit threshold. The Charity Commission granted this dispensation on the basis that:

- the exceptional circumstances outlined mean that an audit would be disproportionate;
- there are no constitutional or other requirements on the charity which require an audit; and
- the charity is not incorporated under company law.

As a result, an independent examination has taken place instead of an audit under (Regulation 31(f)).

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed:



Dated: 28/6/24

Laura Waycott FCA

Griffin
Courtenay House
Pynes Hill
Exeter
EX2 5AZ

BEYOND EQUALITY CIO

STATEMENT OF FINANCIAL ACTIVITIES FOR THE PERIOD ENDED 30 AUGUST 2023

	Note	Restricted funds period ended 30 August 2023 £	Unrestricted funds period ended 30 August 2023 £	Total funds period ended 30 August 2023 £	Total funds year ended 30 April 2022 £
Income from:					
Donations and legacies	3	91,134	99,966	191,100	115,291
Charitable activities	4	-	887,008	887,008	297,892
Total income		91,134	986,974	1,078,108	413,183
Expenditure on:					
Charitable activities	5	64,402	922,677	987,079	365,400
Total expenditure		64,402	922,677	987,079	365,400
Net movement in funds		26,732	64,297	91,029	47,783
Reconciliation of funds:					
Total funds brought forward		-	47,783	47,783	-
Net movement in funds		26,732	64,297	91,029	47,783
Total funds carried forward		26,732	112,080	138,812	47,783

The Statement of financial activities includes all gains and losses recognised in the period.

The notes on pages 14 to 23 form part of these financial statements.

BEYOND EQUALITY CIO

BALANCE SHEET AS AT 30 AUGUST 2023

	Note	30 August 2023 £	30 April 2022 £
Current assets			
Debtors	9	180,576	12,977
Cash at bank and in hand		33,531	72,653
		<u>214,107</u>	<u>85,630</u>
Creditors: amounts falling due within one year	10	(75,295)	(37,847)
Net current assets		<u>138,812</u>	<u>47,783</u>
Total assets less current liabilities		<u>138,812</u>	<u>47,783</u>
Total net assets		<u>138,812</u>	<u>47,783</u>
Charity funds			
Restricted funds	11	26,732	-
Unrestricted funds	11	112,080	47,783
Total funds		<u>138,812</u>	<u>47,783</u>

The financial statements were approved and authorised for issue by the Trustees on and signed on their behalf by:



Dr J Hoffmann
Chair of Trustees 27/06/2024



D Guinness
Managing Director 27/06/2024

The notes on pages 14 to 23 form part of these financial statements.

BEYOND EQUALITY CIO

STATEMENT OF CASH FLOWS
FOR THE PERIOD ENDED 30 AUGUST 2023

	Period ended 30 August 2023 £	Year ended 30 April 2022 £
Cash flows from operating activities		
Net cash used in operating activities	(39,122)	72,653
Cash flows from investing activities		
Net cash provided by investing activities	-	-
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the period	(39,122)	72,653
Cash and cash equivalents at the beginning of the period	72,653	-
Cash and cash equivalents at the end of the period	33,531	72,653

The notes on pages 14 to 23 form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 30 AUGUST 2023**

1. General information

Beyond Equality CIO is a Charitable Incorporated Organisation registered in England and Wales. Its registered office address is PO Box 67, Seaton, EX12 9BA.

2. Accounting policies**2.1 Basis of preparation of financial statements**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Beyond Equality CIO meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

2.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 30 AUGUST 2023**

2. Accounting policies (continued)**2.4 Debtors**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.5 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.6 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.7 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.8 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the period.

2.9 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

BEYOND EQUALITY CIO

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 30 AUGUST 2023

3. Income from donations and legacies

	Restricted funds period ended 30 August 2023 £	Unrestricted funds period ended 30 August 2023 £	Total funds period ended 30 August 2023 £
Donations	-	49,966	49,966
Grants	91,134	50,000	141,134
	<u>91,134</u>	<u>99,966</u>	<u>191,100</u>

	Unrestricted funds year ended 30 April 2022 £	Total funds year ended 30 April 2022 £
Donations	114,824	114,824
Grants	467	467
	<u>115,291</u>	<u>115,291</u>

4. Income from charitable activities

	Unrestricted funds period ended 30 August 2023 £	Total funds period ended 30 August 2023 £
Income from charitable activities	887,008	887,008

BEYOND EQUALITY CIO

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 30 AUGUST 2023

4. Income from charitable activities (continued)

	<i>Unrestricted funds year ended 30 April 2022 £</i>	<i>Total funds year ended 30 April 2022 £</i>
Income from charitable activities	297,892	297,892

5. Analysis of expenditure by activities

	Support costs period ended 30 August 2023 £	Total funds period ended 30 August 2023 £
Support costs	987,079	987,079

	<i>Support costs year ended 30 April 2022 £</i>	<i>Total funds year ended 30 April 2022 £</i>
Support costs	365,400	365,400

Analysis of support costs

BEYOND EQUALITY CIO

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 30 AUGUST 2023

5. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	Total funds period ended 30 August 2023 £	Total funds year ended 30 April 2022 £
Staff costs	507,639	205,719
Accommodation	22,932	3,179
Advertising	599	212
Bank charges	-	47
Freelance costs	330,943	131,233
Insurance	1,016	513
IT costs	8,082	4,663
Legal and professional fees	28,738	780
Postage, printing and stationery	1,818	679
Recruitment	2,186	3,699
Refreshments & subsistence	12,619	2,653
Subscriptions	4,164	135
Workshop costs	5,576	1,056
Training costs	4,920	131
Travelling expenses	52,967	10,355
Rent	2,880	346
	<u>987,079</u>	<u>365,400</u>

6. Independent examiner's remuneration

	Period ended 30 August 2023 £	Year ended 30 April 2022 £
Fees payable to the Charity's independent examiner for the independent examination of the Charity's annual accounts	<u>1,950</u>	<u>-</u>

BEYOND EQUALITY CIO

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 30 AUGUST 2023

7. Staff costs

	Period ended 30 August 2023 £	Year ended 30 April 2022 £
Wages and salaries	464,184	197,331
Social security costs	33,842	-
Contribution to defined contribution pension schemes	9,613	8,388
	<u>507,639</u>	<u>205,719</u>

The average number of persons employed by the Charity during the period was as follows:

	Period ended 30 August 2023 No.	Year ended 30 April 2022 No.
Employees	<u>12</u>	<u>11</u>

No employee received remuneration amounting to more than £60,000 in either year.

Key management personnel of the Charity consist of the Managing Director. The total employee benefits of the key management personnel is £69,141 for the 16 months ending 30 August 2023.

8. Trustees' remuneration and expenses

During the period, no Trustees received any remuneration or other benefits (2022 - £NIL).

During the period ended 30 August 2023, no Trustee expenses have been incurred (2022 - £NIL).

9. Debtors

	30 August 2023 £	30 April 2022 £
Due within one year		
Trade debtors	172,231	12,413
Other debtors	8,345	564
	<u>180,576</u>	<u>12,977</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 30 AUGUST 2023**

10. Creditors: Amounts falling due within one year

	30 August 2023 £	<i>30 April 2022 £</i>
Trade creditors	5,433	10,500
Other taxation and social security	65,162	22,847
Other creditors	2,150	-
Accruals and deferred income	2,550	4,500
	75,295	37,847
	30 August 2023 £	<i>30 April 2022 £</i>
Deferred income at 1 May 2022	4,500	-
Resources deferred during the period	600	4,500
Amounts released from previous periods	(4,500)	-
	600	4,500

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 30 AUGUST 2023**

11. Statement of funds**Statement of funds - current period**

	Balance at 1 May 2022 £	Income £	Expenditure £	Balance at 30 August 2023 £
Unrestricted funds				
General Funds	47,783	986,974	(922,677)	112,080
	<u>47,783</u>	<u>986,974</u>	<u>(922,677)</u>	<u>112,080</u>
Restricted funds				
Movember	-	91,134	(64,402)	26,732
	<u>-</u>	<u>91,134</u>	<u>(64,402)</u>	<u>26,732</u>
Total of funds	<u>47,783</u>	<u>1,078,108</u>	<u>(987,079)</u>	<u>138,812</u>

The specific purposes for which the funds are to be applied as follows:

Movember:

The Movember income is used to pay for our Collective Resilience programme, providing a series of workshops to groups of adult men, allowing them to connect in new ways to support each others mental well being. It also supports the establishment of local facilitator teams in 6 hubs across the UK, and the training of community leaders to reinforce the progress made by the workshop series.

Statement of funds - prior period

	Income £	Expenditure £	Balance at 30 April 2022 £
Unrestricted funds			
General Funds	413,183	(365,400)	47,783
	<u>413,183</u>	<u>(365,400)</u>	<u>47,783</u>

BEYOND EQUALITY CIO

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 30 AUGUST 2023

12. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Restricted funds 30 August 2023 £	Unrestricted funds 30 August 2023 £	Total funds 30 August 2023 £
Current assets	26,732	187,375	214,107
Creditors due within one year	-	(75,295)	(75,295)
Total	26,732	112,080	138,812

Analysis of net assets between funds - prior period

	Unrestricted funds 30 April 2022 £	Total funds 30 April 2022 £
Current assets	85,630	85,630
Creditors due within one year	(37,847)	(37,847)
Total	47,783	47,783

13. Reconciliation of net movement in funds to net cash flow from operating activities

	Period ended 30 August 2023 £	Year ended 30 April 2022 £
Net income for the period (as per Statement of Financial Activities)	91,029	47,783
Adjustments for:		
Increase in debtors	(167,599)	(12,977)
Increase in creditors	37,448	37,847
Net cash provided by/(used in) operating activities	(39,122)	72,653

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 30 AUGUST 2023**

14. Analysis of cash and cash equivalents

	30 August 2023	<i>30 April 2022</i>
	£	£
Cash in hand	33,531	72,653
Total cash and cash equivalents	33,531	72,653

15. Analysis of changes in net debt

	At 1 May 2022	Cash flows	At 30 August 2023
	£	£	£
Cash at bank and in hand	72,653	(39,122)	33,531
	72,653	(39,122)	33,531

16. Pension commitments

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contributions payable by the group to the fund and amounted to £9,613 (2022: £8,388). £2,150 (2022: £Nil) was payable to the fund at the balance sheet date and are included in creditors.

SIGNATURE CERTIFICATE



REFERENCE NUMBER
E6A68469-EEA0-484B-ADE4-08CAA93EF8D1

TRANSACTION DETAILS	DOCUMENT DETAILS
Reference Number E6A68469-EEA0-484B-ADE4-08CAA93EF8D1	Document Name Beyond Equality CIO 2023 - Full Accounts
Transaction Type Signature Request	Filename Beyond_Equality_CIO_2023_-_Full_Accounts.pdf
Sent At 06/27/2024 06:03 EDT	Pages 25 pages
Executed At 06/27/2024 08:37 EDT	Content Type application/pdf
Identity Method email	File Size 302 KB
Distribution Method email	Original Checksum 1ea91f1d283347b31e76b2b34e47e091d80e616d85c335e2d5cb803b8b745556
Signed Checksum 95e0319088ac15d0d7adf2dab6db1ff7d8f59daf61c87b9ccf7e230a178987ef	
Signer Sequencing Disabled	
Document Passcode Disabled	

SIGNERS

SIGNER	E-SIGNATURE	EVENTS
Name Julia Hoffman	Status signed	Viewed At 06/27/2024 08:30 EDT
Email jkaninchen@gmail.com	Multi-factor Digital Fingerprint Checksum 2a198961db121e173b292db6509a76c3316d0c3530ffb68035a7e30585d1d233	Identity Authenticated At 06/27/2024 08:37 EDT
Components 4	IP Address 94.174.238.188	Signed At 06/27/2024 08:37 EDT
	Device Chrome via Mac	
	Drawn Signature 	
	Signature Reference ID 96AF4D7A	
	Signature Biometric Count 1	
Name Daniel Guinness	Status signed	Viewed At 06/27/2024 06:05 EDT
Email daniel@beyondequality.org	Multi-factor Digital Fingerprint Checksum dc353f74abad4ef4274da0ee6fd1e0addb3722e7f1ca8869d3e467abe05caf42	Identity Authenticated At 06/27/2024 06:05 EDT
Components 2	IP Address 62.194.214.60	Signed At 06/27/2024 06:05 EDT
	Device Chrome via Mac	
	Drawn Signature 	
	Signature Reference ID AE88CC16	
	Signature Biometric Count 1	

AUDITS

TIMESTAMP	AUDIT
06/27/2024 06:03 EDT	Team Griffin (office@griffinaccountancy.co.uk) created document 'Beyond_Equality_CIO_2023_-_Full_Accounts.pdf' on Chrome via Windows from 52.45.54.47.
06/27/2024 06:03 EDT	Daniel Guinness (daniel@beyondequality.org) was emailed a link to sign.
06/27/2024 06:03 EDT	Julia Hoffman (jkaninchen@gmail.com) was emailed a link to sign.

TIMESTAMP	AUDIT
06/27/2024 06:05 EDT	Daniel Guinness (daniel@beyondequality.org) viewed the document on Chrome via Mac from 62.194.214.60.
06/27/2024 06:05 EDT	Daniel Guinness (daniel@beyondequality.org) authenticated via email on Chrome via Mac from 62.194.214.60.
06/27/2024 06:05 EDT	Daniel Guinness (daniel@beyondequality.org) signed the document on Chrome via Mac from 62.194.214.60.
06/27/2024 08:30 EDT	Julia Hoffman (jkaninchen@gmail.com) viewed the document on Chrome via Mac from 94.174.238.188.
06/27/2024 08:37 EDT	Julia Hoffman (jkaninchen@gmail.com) authenticated via email on Chrome via Mac from 94.174.238.188.
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