

BEYOND EQUALITY CIO
UNAUDITED
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024



BEYOND EQUALITY CIO

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BEYOND EQUALITY CIO

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 AUGUST 2024

Trustees	Dr J Hoffmann, Chair F J Finding S Sandhu A Ordu D H Mbeutcha G Rigg D Llewellyn, Treasurer N Kirby (resigned 1 February 2024) R Cassidy (resigned 19 May 2024)
Charity registered number	1192395
Registered 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 YEAR ENDED 31 AUGUST 2024

The Trustees present their annual report together with the financial statements of the Charity for the year 1 September 2023 to 31 August 2024.

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.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Objectives and activities (continued)

d. Volunteers

Volunteers make a significant contribution to Beyond Equality CIO, as assistant facilitators in school workshops, and as peer-educators in some university workshops. Volunteers were offered free training, educational events and discussion groups.

60 hours observation, 340 hours training, 116 hours delivery.

Total of 516 hours of volunteer time were contributed during the reporting period.

During the period of reporting, 34 volunteers attended the Exploring Masculinities training, and 8 attended the Facilitation training. On top of this, 60 volunteer observation hours were completed.

During the period of reporting, 1,561 people subscribed to Beyond Equality's Community newsletter.

Achievements and performance

a. Main achievements of the Charity

The organisation published a 2023-2024 impact report, highlighting the successes of the year, which can be found [here](#).

This year at Beyond Equality, we're thrilled to have reached over 13,500 people. Working with 104 schools, universities and workplaces. Delivering 1058 workshops and seminars.

We've worked with boys as young as 12 and men well into their 70s.

We've delivered more than 1000 workshops in 17 countries, across more than 100 organisations. We've made resources and toolkits, established groundbreaking partnerships with collaborators and partners, built relationships with new clients and welcomed back previous clients, some of whom are working with us for the seventh year running.

In the busy day to day of a small organisation like ours, where our work moves fast and requires minute attention to detail, it's easy to lose sight of the bigger picture. The end of a year offers an opportunity to pause and reflect on what we've achieved as a team. Together with our BE community, our partners and collaborators, and our funders, we've helped drive change in the lives of men and boys, and in communities to which they belong.

What's more, we've established a direction of travel for the next five years that will make our impact wider and deeper than ever before.

Creating a safer, more inclusive, more equitable world is the work of many hands. Our deepest thanks are due to all our supporters, stakeholders, participants and community members. We look forward to another year of working together to rethink masculinities.

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.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Achievements and performance (continued)

b. Key performance indicators and Review of activities

Schools workshops

622 pupil workshops delivered
17 teacher training sessions delivered
47 schools booked, of which 51% are return bookings
7042 pupils reached

BE works with a range of schools - 67% of the young people we reached this year attend state schools, 33% independent schools.

On average, 80% of pupils rate our workshops at 4 or 5 out of 5 stars

On average, 84% of pupils say our workshops help them learn more about masculine stereotypes, healthy relationships and tackling gender-based violence.

What we do

We work with secondary schools across England, delivering workshops to boys in years 8 - 13 (aged 12-18). Our workshops, delivered by our expert team of Lead Facilitators, explore gender stereotypes and restrictive masculine norms; building skills for healthy relationships; and tackling gender-based violence.

Pupils: what did you like about the workshop?

'It talked about good ways to deal with your anger as a man, which will help in life'

'Interesting to find the difference between expectations for men and what traits we actually want'

'It was fun and our opinions were heard and understood'

'It was inclusive and welcoming'

We also work with teachers, school staff and youth workers: our seminars and CPD-accredited training sessions help professionals understand the issues boys face; explore good practice in engaging boys as allies in working toward gender equality; and begin creating action plans that work for their settings.

Teachers: what was the most useful thing about the workshop?

'Ben and Rose did an amazing job engaging our staff in an energising, inspiring and thought-provoking way. Ben was a real ray of sunshine and the way he picked up on our Headteacher's modelling of vulnerability was absolutely brilliant. The paired up conversations were really powerful too. An incredible session - thank you!'

'Reflecting on our own school context and coming at that from different angles'

This year's highlights

We worked with Derbyshire Local Authority to deliver a package of pupil workshops and staff training to three schools in the area. Once training had been completed, we worked with each of the schools to deliver 1-1 coaching sessions, during which school staff could troubleshoot complex issues in their setting and receive insight and good practice suggestions from BE staff. Drawing on our learning from the project, and on the local expertise of school and Local Authority staff, we developed a good practice and action planning toolkit to support schools in Derbyshire with developing whole school approaches to positive masculinities - the toolkit launches in September 2024.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Achievements and performance (continued)

Derbyshire

327 young people reached across 3 schools

On average, 77% of participants rated our workshops at 4 or 5 out of 5 stars

On average, 80% of participants said the workshops had helped them learn more about our core topics (masculine stereotypes, healthy relationships and gender-based violence)

100% of teachers who participated in 1-1 coaching sessions strongly agree they were useful and would help them take further action.

This project was particularly significant because it represented a new way of working for us: we were working across the whole of a county, often in non-metropolitan areas, using research and insight from the local context to provide tailored good practice strategies that could support systemic change.

If you could give some advice to a school contemplating taking part in a project like this, what would you say to them?

'DO it - highlight of my year! Helps build relationships with students which makes unpicking behaviours more helpful to make big long lasting changes rather than just dealing with an incident in school. Helping create a generation of kind and caring young people that can spread the message.' Secondary school in Derbyshire.

We've since been commissioned by Lewisham Local Authority to deliver pupil workshops and staff training for up to 12 schools, along with youth worker and community group training for professionals working with boys; and by Somerset Local Authority to deliver staff and pupil training to 3 schools and develop a local toolkit to support whole school approaches.

We knew we were making a difference when

'we delivered the Derbyshire project. Staff and pupils at all three schools were so engaged, and because we built a relationship with the schools through multiple workshops, trainings and coaching sessions, we were able to see the positive impact of our work over time. One school worked with us to develop a case study and it was amazing to see the positive behavioural changes they'd noticed in their pupils, the ways in which staff had kept thinking about and building on their training, and the action steps they were taking at their school. It's such a concrete example of why we do what we do!'

Jamie Bale, Schools Coordinator
Derbyshire project: impact case study

One secondary school in Derbyshire became interested in taking part in the project with Beyond Equality because they'd noticed a change in boys' behaviour after the first Covid lockdowns: boys had become loud and less cooperative during breaktimes, which was intimidating for younger students, and they'd started to behave rudely towards women staff.

The school found the project really beneficial.

For staff, the major benefit was having a chance to reflect on the factors that influence boys' behaviour. Staff also valued opportunities to put boys' behaviour into context by thinking about the messages boys see and hear about 'how to be a man', and how school could help to provide positive messages about masculinity. Staff refer back to their training regularly as they plan next steps.

For students, the sessions gave them a chance to open up and get things off their chest. Whereas they might be inclined to argue with school staff, they allowed the Beyond Equality facilitators to challenge their ways of thinking. Since taking part in the project, the school have done the following:

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Achievements and performance (continued)

- Diversified the range of role models they highlight in assemblies and PSHE, looking for examples of men who role model positive masculinities.
- Challenged negative reactions to International Women's Day by sharing the history behind IWD with students - and made plans to celebrate International Men's Day in appropriate ways.
- Begun thinking about ways to ensure boys can open up and talk about their feelings - for example, looking at ways to provide multiple confidential spaces within school where boys can drop in and ask a member of pastoral staff for support.

These days, when dealing with challenging behaviour in boys, school staff aim to keep the focus on understanding the underlying feelings and emotions the student is experiencing, so they can address the root cause of poor behaviour as well as letting students know that poor behaviour isn't acceptable. They're also engaging older boys as role models for younger boys, which is having a really positive impact.

Universities

27 universities and organisations booked, of which 50% are return bookings

141 workshops delivered

1770 students and young people reached, up 15% from last year

On average, 88% of workshop participants rate our workshops at 4 or 5 out of 5 stars

On average, 87% of workshop participants agree that our workshops help them to create a more positive group culture.

What we do

We work with students at university across the UK, facilitating group learning spaces that help to transform campus and student cultures. Our workshops and talks focus on issues including mental health and emotional wellbeing, sex and healthy relationships, consent and active allyship.

Why would you recommend this workshop to somebody else?

'I think people not knowing how to approach potentially sensitive conversations is a big hurdle in working through problems, this gave us the opportunity to start the conversation and will make it easier to do so in the future' - Student participant.

'It helped me realise that there are ways to be in touch with my emotions and how my actions make other people feel, even those who I don't say anything to but who overhear what I say' - Student participant

We work with many different groups of students - from course or year groups, to sports teams and student leaders. We help students co-create safer, more inclusive cultures at their universities, in turn improving university experience for individual students.

What was the most useful thing about the workshop?

'Really good to think of welfare issues that may arise inside & outside the club and helped me consider things about gender, equality, consent, uni culture, that I hadn't given much thought before' - Student participant

'Gave us a space to discuss potentially difficult topics but also guiding us through how to approach conflict or disagreement' - Student participant

We also adapt our work for other organisations and settings working with young people, such as supported housing providers.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Achievements and performance (continued)

This year's highlights

This year, we worked with the Amber Foundation - an organisation supporting young people experiencing homelessness - for the second year in a row. We adapted our workshop content to reflect the young people's context and meet their needs, and provided specific training to help Lead Facilitators feel more confident delivering in this setting, including two workshops on trauma-informed facilitation. Lead Facilitators reported that they felt confident and comfortable delivering the sessions, and this was reflected in the enthusiastic participation of the young people.

We also piloted a bespoke project with Cambridge University, developing student workshops on consent and delivering training for students and faculty members so that they could deliver the workshops themselves.

Cambridge consent workshops:

After receiving training from us, 84% of Cambridge facilitators felt confident delivering training, and 93% would recommend the training they'd received to somebody else.

After receiving training from student and faculty facilitators, 82% of student participants said the workshops were interesting and engaging.

70% learned something new about consent, 75% were able to self-reflect on their own behaviour and 92% felt confident that they knew where to go for information, support and advice around sexual violence.

Following the success of the pilot, we'll be running the project with Cambridge again at the beginning of the new business year.

We knew we were making a difference when

'a student at Bath University, who'd previously participated in another of our workshops earlier in the academic year, shared with the group at the beginning of one of our Team Talks that he'd found the previous workshop he'd attended really useful, and that it had made a big impact on the culture of the sports team he was part of. It's amazing to see how many students go from being nervous and guarded when they enter the workshop space, to being enthusiastic and feeling empowered when they leave. It's during the checkout activity we run at the end of workshops where you really feel it: lots of students say they're really grateful for having had time and space to think and talk about these issues in depth. We hear them making plans to make positive change and reflecting on the barriers they face and how to work through them, a good sign that they intend to follow through on their good intentions.'

Caspar Wegner, Universities Coordinator

Workplaces

82 workshops, 21 seminars, 1 MAN programme completed
4 MAN programmes booked for next business year
More than 2900 participants reached
18 organisations booked

On average, 85% of participants rate our sessions at 4 or 5 stars out of 5

On average, 84% of participants would recommend our sessions to someone else

On average, 87% of participants say they have a better understanding of our core topics; and 80% say they have developed tools for taking action.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Achievements and performance (continued)

What we do

We deliver workshops, seminars, key notes and training programmes to workplaces in the UK. The topics we address include men's mental health; active allyship to end sexism and misogyny in the workplace; and intersectional masculinities.

What did you like about the way the session was facilitated?

'Well pitched, pragmatic, not patronising.'

'Ben and Richie were very coherent and comfortable delivering this topic. They had a lot of energy and I feel like everyone in the room was comfortable engaging.'

We also offer our flagship MAN Programme: a multi-day coaching programme to help men in a given workplace consider their own relationship to masculinities, and develop the skills and confidence to become active allies in ending sexism and misogyny in the workplace. We work flexibly with clients to create bespoke packages that work for their needs, priorities and budget.

What was the most useful thing about the MAN programme?

"The general feeling that I have had has just been... I'm actually still trying to process this whole moment [...] we started off in a very small room with Ben Hurst and a bunch of people who didn't know each other coming together and having conversations that were very impactful and just seeing the result of that today has been a very very very emotional but very proud moment as well, to see that all unfold."

"During the training the thoughts and the process and getting to grips with what was expected and where it was going gave us a great opportunity to actually learn more about ourselves [...] realising that our role models weren't always the best [...] it made me identify more with the sort of person I was and had to become rather than what my role models had been teaching me."

This year's highlights

This year, we wrapped up a major multi-year project with a global media and entertainment company. For the past 2 years we have been delivering Allyship workshops to their EMEA market in person and online. To bring our work together to a close, we spoke at their second DEI Taskforce Summit, exploring equality in the workplace: we delivered a session on responsible allyship in the workplace as part of a day focused on 'listening and learning'. We filmed a trailer to showcase our groundbreaking MAN programme, going live at the end of September - and we were delighted to welcome West Wales Police as a new client, booking in 4 MAN programmes across regions, to be delivered in the new business year.

We knew we were making a difference when

'...the Senior Vice President and Global Chief Diversity Officer at a large organisation personally took part in a feedback session with our Workplaces team. These roles carry a lot of responsibility and are usually under a lot of pressure, so when people in these roles engage with our work at this level, it's a really good sign of their investment in what we do.'

This year, an existing client booked an initial 2 pilot seminars with us, and was so impressed by the quality of the sessions that they went on to book a further 7 seminars and a whole company workshop pilot across their global offices. This kind of growth in engagement is a testimony to how much value our clients find in our work. We also ran two completely sold out sessions with Gina Martin on online misogyny - this issue is really pressing at the moment, and people value the space we hold to explore it'.

Kasey Robinson, Head of Workplaces

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Achievements and performance (continued)

Movember

134 workshops delivered
More than 500 participants reached
80% of participants rate our workshops at 4 or 5 out of 5 stars

35 facilitators trained to deliver the Collective Resilience workshops across London, Newcastle, Bristol, Cardiff, Brighton and Liverpool.

What we do

Supported by Movember, we facilitate workshops about mental health, emotional well-being and help-seeking for men's community groups across the country. We work via regional hubs in the North East and in Bristol and the South West, as well as delivering workshops in London: our Regional Coordinators establish and train teams of local workshop facilitators, and build relationships with local charities, groups and service providers, so that we can focus our work where it's needed the most.

What did you think of the workshop?

'The facilitators were first class, and the presentation and content of the course workshops were dynamic and empowering. This groundbreaking work carried out by Beyond Equality means that this vital work, often unacknowledged, will be kept firmly on society's everyday agenda, and help to create a fair and just community in which both men and women can live with dignity and well-being.

I found that as the course progressed, the group began to open up and it was encouraging to see. The general feeling amongst the chaps was that there is a real need for a men's forum on a regular basis, I am hoping these workshops can be an under-pinning platform for this.' - Community group leader.

We also offer Community Leaders training, helping those leading groups and organisations develop their knowledge, skills and confidence in working with men on positive masculinities.

What did you learn from the workshop?

'It's alright not to be alright!' - Community group member

'When you are feeling down – talk about it' - Community group member

We work with a really diverse range of community groups, organisations and service providers - from homelessness charities, to men's cooking groups and sports clubs.

This year's highlights

This year, we've been refining our understanding of local context and needs in the areas we work in, and developing new approaches for finding and building relationships with community groups. This work has really paid off - in our Bristol hub, we were fully booked for workshops up to three months in advance.

Time and again at the end of our workshop sessions, participants tell us they want to keep having these conversations in their communities - we've been able to refer community group leaders to our Community Leaders training.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Achievements and performance (continued)

We knew we were making a difference when

'...after quite a challenging workshop with a group of men accessing a homelessness charity, a participant approached one of our facilitators and said 'I think this workshop has changed my life'. It's amazing - and really humbling - to hear that kind of feedback. In a similar vein, we had several emails from a community leader running a sports club for young men, telling us that he was amazed by how much they'd opened up during our workshops, and how valuable that space to share had been for them. That kind of feedback helps you see the way this work touches people's lives.

I'm also really proud of the work we've done to adapt our content and delivery style to meet the needs of different marginalised groups - for example, we've adapted content for men who are deaf, and men receiving end of life care, so that workshop content reflects their context and needs. It's important to us that everyone can access this work, and is able to see its relevancy to their lives.'

Dominic Florisca, Regional Coordinator for Bristol and South West

Sport

62 workshops delivered

Over 1000 participants reached

12 organisations booked, of which 50% were return bookings

On average, 80% of participants rate our workshops at 4 or 5 out of 5 stars

On average, 85% of participants say our workshops help them develop a greater understanding of our core topics, and help them develop more positive team cultures.

What we do

We run a range of interactive workshops for both young athletes and adult athletes, as well as talks and workshops for staff and coaches, youth workers, parents, carers and guardians.

What are some things you liked about the workshops?

'Involvement, physical activities and positive energy' - Young athlete

'How I felt involved in the conversations' - Young athlete

We explore topics including gender stereotypes and restrictive ideas about masculinity; the pressures and challenges boys and men face; skills for healthy relationships; intervening on sexism and misogyny; and creating inclusive team cultures. We help individual players and teams work together to clarify their values, understand each other's experiences, and co-create team and club cultures that support all players to be their best.

What's the most important thing you learned during the workshop?

'New ways to frame conversations. Self-reflected on how I perceive masculinity and how the club portrays masculinity' - Adult athlete

'The importance of thinking about intersectionality, and how to stimulate conversations with young people' - Coach

'The need for me to have regular conversations with my son about masculinity and what it means to show equality as a man' - Parent/carer/guardian

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024**

Achievements and performance (continued)

Our workshops help boys and men develop positive attitudes and behaviours both on and off the pitch - and help professionals and caregivers to understand how to support the boys and men in their lives.

What's the most important thing you learned from the workshops?

'I learned how to speak up in front of my teammates' - Young athlete

'I have learnt key things that contribute to a healthy relationship' - Young athlete

This year's highlights

This year, we were really pleased to be accredited as a provider on the Premier League's Life Skills programme. This accreditation helps us bring our workshops to many more young athletes based in the 20 Premier League academies and the adults that support them. So far, we've delivered 30 workshops as part of the programme, reaching players, coaches and staff, and parents/carers/guardians.

We were also delighted to work in partnership with Kinetic Academy for the fourth year, running workshops with young athletes at school. These athletes have been dropped from professional football programmes, and Kinetic provide education and football projects to give them a second chance at building a future.

We knew we were making a difference when

'...boys and young men in our workshops wanted to stay in the room and keep going, rather than leaving to go to training or play a match! That's always a good sign that they're really invested in the conversations we're having.

A stand-out memory for me is a young person sharing during a workshop 'if you can't cry in front of someone, why would you have them in your life?' It's great to see young men valuing emotional expression and wanting to give each other that kind of support'.

Richie Etherington-Benson, Sports Lead

Community Engagement

We have more than 1500 supporters signed up to our regular newsletter, of whom 52 are active volunteers. We recruited and trained 18 new volunteers this business year.

This year, 17 volunteers supported 11 schools across the academic year, reaching 465 young people.

At the heart of our work is a recognition that gender justice is a work of many hands: if we want to create a world that's safe, inclusive and equitable, we need everybody to play their part. That's why building and engaging a community of men who are committed to this work is so important.

We've run a successful volunteers programme for several years. Our volunteers support our workshops in schools, assisting our professional facilitation team. They also help us run events and conferences, and support one another with ongoing learning and engagement around our core topics.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Achievements and performance (continued)

What difference do volunteers make?

'Having trained volunteer facilitators available to support our schools workshops has been fundamental and a much needed source of energy for our team. They bring in a fresh perspective and enthusiasm to support our work and engage the young people that participate in our workshops.' Jamie Bale, Schools Coordinator

'It's been a pleasure to visit some of our schools' workshops and see volunteers in action. Our workshops are where we really see the human change we make as an organisation, and so much of that change is supported by the energy and practical assistance of our volunteers. What's also really great to see is that volunteers get so much out of their work with us, and the community they're part of.' Tomara Garrod, Community and Volunteer Manager

Responding to the moment: strategic development

This year, we've been thinking strategically about the future of our community engagement work. We're in a cultural moment where more people than ever are thinking and talking about what it means to be a man.

It seems clear to us that we need to take our work further - that's why we developed our wider impact strategy, focusing on influencing popular narratives about masculinity, pushing for policy and legislative change, and equipping men already on board with our mission to take this work forward as leaders in their own communities.

With this in mind, we're shifting the focus of this work to bring it in line with our wider impact strategy.

Looking ahead:

We're keeping a volunteer presence in schools, because we recognise how important volunteers are to the success of our schools' workshops.

At the same time, we're testing a range of community engagement projects that will:

- provide opportunities for men to deepen their learning and hold one another accountable for change
- reach groups of marginalised men who we have not historically engaged with
- platform the latest research, academic insight and practitioner expertise in masculinities, helping those working with men and boys - and the general public - get access to research insights that really work to enhance their practice and ways of working.

From self-directed study syllabi, to reading groups and peer support groups, to seminars and networking events, we've got a range of exciting things on offer in the new business year.

Interested in hearing more? Sign up to our newsletter and we'll keep you up to date with the latest in community engagement.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Achievements and performance (continued)

Wider impact activities

Influencing public narratives

25% growth in our Instagram audience from July 2023 - August 2024

60% increase in our LinkedIn audience

Reactivated our X account in Q3 of business year 23-24 and increased our audience by 17% by end of quarter

5% increase in our newsletter subscriptions

Our most popular posts continue to be educational short-form video content, with IG reels on sexual harassment and on pronouns receiving an average of 80k views. Our most viewed reel (a collaboration with Zara McDermott on rape culture and sexual harassment) has been viewed 127k times.

We want to positively influence public narratives about masculinities, including in the media and online.

We want to play a role in fostering constructive conversations about these issues, and we want to share messaging that can shift public attitudes toward supporting positive masculinities, ending GBV and working together toward gender equality.

This year, we've been focusing on growing our social media audiences and analysing engagement data to understand what works for our followers in terms of content.

We've made several appearances in print and digital media, including BBC Radio 5 Breakfast, BBC World Service Radio, TalkTV and Novara Media podcast.

c. 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 YEAR ENDED 31 AUGUST 2024**

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, 59,881 (2023 - £112,080) of unrestricted free reserves were held and Nil (2023 - £26,732) of restricted reserves were held for Movember, leaving a total reserve of £59,881.

c. Finance review

During the period, the charity received total income of £980,401 (2023 - 1,078,108) of which £136,132 (2023 - 91,134) related to Movember as restricted funds.

Total expenditure in the year was £1,059,332 (2023 - 987,079) of which £191,563 (2023 - 64,402) was against restricted funds and £867,769 (2023 -922,677) unrestricted, resulting in an overall deficit of £78,931 (2023 - 91,029).

The charity has funds brought forward of £138,812, leaving a carried forward fund balance of £59,881 after this years deficit.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

d. Principal risks and uncertainties

Financial risks

- Loss of key clients or underperforming of sales
- Dependency on schools income, fundraising income and workplaces income
- Inadequate reserves
- Dependency on some large client relationships
- Cashflow challenges from variable monthly income and creditor payment delays

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

e. Principal funding

The Charities main sources of funds during the accounting period were the delivery of services to schools and workplaces.

14% was from Movember to pay for the collective resilience project

12% was from grants and donations

74% was from payment for other charitable service.

Structure, governance and management

a. Constitution

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

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Structure, governance and management (continued)

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.

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.

e. Related party relationships

One conflict of interest was 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 has acquired the intellectual property, staff, volunteers and many organisation structures from Good Lad Initiative CIC.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Statement of Trustees' responsibilities

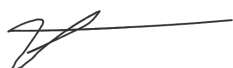
The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 Charity 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
27/06/2025 and signed on their behalf by:



Dr J Hoffmann
(Chair of Trustees)

**INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 AUGUST 2024**

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 year ended 31 August 2024.

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 Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the 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:

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 YEAR ENDED 31 AUGUST 2024

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: 27/6/25

Laura Waycott

FCA

Griffin
Chartered Accountants
Courtenay House
Pynes Hill
Exeter
EX2 5AZ

BEYOND EQUALITY CIO

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 AUGUST 2024

	Note	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies	3	136,132	119,855	255,987	191,100
Charitable activities	4	-	724,414	724,414	887,008
Total income		136,132	844,269	980,401	1,078,108
Expenditure on:					
Charitable activities	5	191,563	867,769	1,059,332	987,079
Total expenditure		191,563	867,769	1,059,332	987,079
Net (expenditure)/income		(55,431)	(23,500)	(78,931)	91,029
Transfers between funds	11	28,699	(28,699)	-	-
Net movement in funds		(26,732)	(52,199)	(78,931)	91,029
Reconciliation of funds:					
Total funds brought forward		26,732	112,080	138,812	47,783
Net movement in funds		(26,732)	(52,199)	(78,931)	91,029
Total funds carried forward		-	59,881	59,881	138,812

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

The notes on pages 23 to 32 form part of these financial statements.

**BEYOND EQUALITY CIO
REGISTERED NUMBER:**

**BALANCE SHEET
AS AT 31 AUGUST 2024**

	Note	2024 £	2023 £
Fixed assets			
		-	-
Current assets			
Debtors	9	140,990	180,576
Cash at bank and in hand		39,163	33,531
		<u>180,153</u>	<u>214,107</u>
Creditors: amounts falling due within one year	10	(120,272)	(75,295)
Net current assets		<u>59,881</u>	<u>138,812</u>
Total assets less current liabilities		<u>59,881</u>	<u>138,812</u>
Net assets excluding pension asset		<u>59,881</u>	<u>138,812</u>
Total net assets		<u><u>59,881</u></u>	<u><u>138,812</u></u>
Charity funds			
Restricted funds	11	-	26,732
Unrestricted funds	11	59,881	112,080
Total funds		<u><u>59,881</u></u>	<u><u>138,812</u></u>

The financial statements were approved and authorised for issue by the Trustees on 27/06/2025 and signed on their behalf by:



Dr J Hoffmann
(Chair of Trustees)

The notes on pages 23 to 32 form part of these financial statements.

BEYOND EQUALITY CIO

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2024

	2024 £	2023 £
Cash flows from operating activities		
Net cash used in operating activities	5,632	(39,122)
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 year	5,632	(39,122)
Cash and cash equivalents at the beginning of the year	33,531	72,653
Cash and cash equivalents at the end of the year	39,163	33,531

The notes on pages 23 to 32 form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

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 Going concern

The Trustees have considered the financial position of the Charity for a period of at least 12 months from the date of signing the accounts, including factoring the year end reserves position and post year end income and expenditure, and expect the Charity to continue as a going concern and have prepared the accounts on this basis.

2.3 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.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

2. Accounting policies (continued)**2.4 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.

2.5 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.

2.6 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.

2.7 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.

2.8 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.

2.9 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 year.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

2. Accounting policies (continued)

2.10 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.

3. Income from donations and legacies

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Donations	-	58,513	58,513
Grants	136,132	61,342	197,474
	<u>136,132</u>	<u>119,855</u>	<u>255,987</u>
	<u><u>136,132</u></u>	<u><u>119,855</u></u>	<u><u>255,987</u></u>
	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Donations	-	49,966	49,966
Grants	91,134	50,000	141,134
	<u>91,134</u>	<u>99,966</u>	<u>191,100</u>
	<u><u>91,134</u></u>	<u><u>99,966</u></u>	<u><u>191,100</u></u>

4. Income from charitable activities

	Unrestricted funds 2024 £	Total funds 2024 £
Income from charitable activities	724,414	724,414
	<u>724,414</u>	<u>724,414</u>
	<u><u>724,414</u></u>	<u><u>724,414</u></u>

BEYOND EQUALITY CIO

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

4. Income from charitable activities (continued)

	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Income from charitable activities	<u>887,008</u>	<u>887,008</u>

5. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £
Charitable activities	<u>242,988</u>	<u>816,344</u>	<u>1,059,332</u>

	<i>Support costs 2023 £</i>	<i>Total funds 2023 £</i>
Charitable activities	<u>987,079</u>	<u>987,079</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

5. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Activities 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Direct cost	242,988	242,988	-

Analysis of support costs

	Total funds 2024 £	<i>Total funds 2023 £</i>
Staff costs	634,581	507,639
Accommodation	20,952	22,932
Advertising	3,391	599
Bank charges	359	-
Freelance costs	-	330,943
Insurance	1,179	1,016
IT costs	9,008	8,082
Legal and professional fees	48,487	28,738
Postage, printing and stationery	2,604	1,818
Recruitment	965	2,186
Refreshments & subsistence	14,574	12,619
Subscriptions	4,338	4,164
Workshop costs	-	5,576
Training costs	5,003	4,920
Travelling expenses	54,890	52,967
Rent	16,013	2,880
	816,344	987,079

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

6. Independent examiner's remuneration

	2024	2023
	£	£
Fees payable to the Charity's independent examiner for the independent examination of the Charity's annual accounts	2,025	1,950

7. Staff costs

	2024	2023
	£	£
Wages and salaries	579,027	464,184
Social security costs	44,400	33,842
Contribution to defined contribution pension schemes	11,154	9,613
	634,581	507,639

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

	2024	2023
	No.	No.
Employees	18	12

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 £55,119 (2023 - £69,141 for the 16 months).

8. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

During the year ended 31 August 2024, no Trustee expenses have been incurred (2023 - £NIL).

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

9. Debtors

	2024 £	2023 £
Due within one year		
Trade debtors	118,406	172,231
Other debtors	18,584	8,345
Prepayments and accrued income	4,000	-
	<u>140,990</u>	<u>180,576</u>

10. Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	18,610	5,433
Other taxation and social security	56,304	65,162
Other creditors	43,333	2,150
Accruals and deferred income	2,025	2,550
	<u>120,272</u>	<u>75,295</u>

	2024 £	2023 £
Deferred income at 1 September 2023	600	4,500
Resources deferred during the year	-	600
Amounts released from previous periods	(600)	(4,500)
	<u>-</u>	<u>600</u>

BEYOND EQUALITY CIO

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

11. Statement of funds

Statement of funds - current year

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 August 2024 £
Unrestricted funds					
General Funds	112,080	844,269	(867,769)	(28,699)	59,881
Restricted funds					
Movember	26,732	136,132	(191,563)	28,699	-
Total of funds	138,812	980,401	(1,059,332)	-	59,881

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 year

	Balance at 1 May 2022 £	Income £	Expenditure £	Balance at 31 August 2023 £
Unrestricted funds				
General Funds	47,783	986,974	(922,677)	112,080
Restricted funds				
Movember	-	91,134	(64,402)	26,732
Total of funds	47,783	1,078,108	(987,079)	138,812

BEYOND EQUALITY CIO

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

12. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Total funds 2024 £
Current assets	180,153	180,153
Creditors due within one year	(120,272)	(120,272)
Total	59,881	59,881

Analysis of net assets between funds - prior period

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

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

	2024 £	2023 £
Net income/expenditure for the period (as per Statement of Financial Activities)	(78,931)	91,029
Adjustments for:		
Decrease/(increase) in debtors	39,586	(167,599)
Increase in creditors	44,977	37,448
Net cash provided by/(used in) operating activities	5,632	(39,122)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

14. Analysis of cash and cash equivalents

	2024	2023
	£	£
Cash in hand	39,163	33,531
Total cash and cash equivalents	39,163	33,531

15. Analysis of changes in net debt

	At 1 September 2023	Cash flows	At 31 August 2024
	£	£	£
Cash at bank and in hand	33,531	5,632	39,163
	33,531	5,632	39,163

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 £11,154 (2023: £9,613). £2,333 (2023: £2,150) was payable to the fund at the balance sheet date and are included in creditors

17. Related party transactions

During the year a loan was received from D Guinness (Managing Director) of £41,000 (2023 - £Nil), at the year end, the amount outstanding payable and shown in creditors is £41,000 (2023 - £Nil).

SIGNATURE CERTIFICATE



REFERENCE NUMBER

6A748ED7-3A30-455C-A6F6-C3012676BAC7

TRANSACTION DETAILS

Reference Number
6A748ED7-3A30-455C-A6F6-C3012676BAC7

Transaction Type
Signature Request

Sent At
06/27/2025 04:00 AM EDT

Executed At
06/27/2025 08:36 AM EDT

Identity Method
email

Distribution Method
email

Signed Checksum
e41e9b4ac31fb3321f0cca903be11329be7cae777c21ecf83bb3216ea8648834

Signer Sequencing
Disabled

Document Passcode
Disabled

DOCUMENT DETAILS

Document Name
Beyond Equality CIO 2024 - Final Accounts

Filename
Beyond_Equality_CIO_2024_-_Final_Accounts.pdf

Pages
34 pages

Content Type
application/pdf

File Size
346 KB

Original Checksum
bda6c568b771b24137537001fc6c189aac40b1df2abe13f05dcca44dcb7f3801

SIGNERS

SIGNER	E-SIGNATURE	EVENTS
Name Julia Hoffman	Status signed	Viewed At 06/27/2025 08:34 AM EDT
Email jkaninchen@gmail.com	Multi-factor Digital Fingerprint Checksum 1e573bf97edcb6d9f4a694b82458999033c6dae8a09a4dac77717315d6cd0fdf	Identity Authenticated At 06/27/2025 08:35 AM EDT
Components 4	IP Address 86.88.53.234	Signed At 06/27/2025 08:36 AM EDT
	Device Chrome via Mac	
	Drawn Signature 	
	Signature Reference ID 3875F4A1	
	Signature Biometric Count 2	

AUDITS

TIMESTAMP	AUDIT
06/27/2025 04:00 AM EDT	Team Griffin (office@griffinaccountancy.co.uk) created document 'Beyond_Equality_CIO_2024_-_Final_Accounts.pdf' on Chrome via Windows from 52.45.54.47.
06/27/2025 04:00 AM EDT	Julia Hoffman (jkaninchen@gmail.com) was emailed a link to sign.
06/27/2025 08:34 AM EDT	Julia Hoffman (jkaninchen@gmail.com) viewed the document on Chrome via Mac from 86.88.53.234.
06/27/2025 08:35 AM EDT	Julia Hoffman (jkaninchen@gmail.com) authenticated via email on Chrome via Mac from 86.88.53.234.
06/27/2025 08:36 AM EDT	Julia Hoffman (jkaninchen@gmail.com) signed the document on Chrome via Mac from 86.88.53.234.