

BEYOND EQUALITY CIO
UNAUDITED
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025



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 2025

Trustees	Dr J Hoffmann, Chair F J Finding S Sandhu A Ordu D H Mbeutcha G Rigg D Llewellyn (resigned 3 October 2025) J Davis, Treasurer (appointed 3 July 2025) S Betrand-Shelton (appointed 3 July 2025)
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

BEYOND EQUALITY CIO

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2025

The Trustees present their annual report together with the financial statements of the Charity for the 1 September 2024 to 31 August 2025.

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.

BEYOND EQUALITY CIO

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

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.

55 currently active volunteers 6 new volunteers trained this year.

12 hours observation, 30 hours training, 42 hours delivery.

Total of 84 hours of volunteer time were contributed during the reporting period.

11 schools supported across the academic year, reaching 500 young people.

Achievements and performance

a. Main achievements of the Charity

Beyond Equality ran a wide range of programmes over the course of they year. Some main achievements have been:

- We reached over 12,500 participants across all of our areas of work
- We worked with 197 organisations
- Our average participant feedback scores were in the high 80s for satisfaction and for increased knowledge and understanding
- External evaluation showed efficacy of our schools workshops with our youngest cohort
- Workplaces data shows well over half of participants make a tangible commitment to ongoing action
- We received a major grant from Comic Relief for our sport for change work
- We received a small grant for our Research to Action series and we did a really successful pilot of new approaches there, as well as launching our transmasculine discussion group
- We spoke at 10 Downing Street, several times at Parliament, were involved in roundtables and taskforces and continued our work with EVAW

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

Achievements and performance (continued)

b. Key performance indicators and Review of activities

Schools

- 623 pupil workshops delivered
- 6,953 boys reached
- 49 schools serving 45,000 pupils across 14 counties supported with embedding positive masculinities
- Five education sector conferences and events delivered, reaching 1,700 educators across the UK
- BE works with a range of schools - 67% of the young people we reached this year attend state schools, 33% independent schools.
- On average, 85% of pupils rate our workshops at 4 or 5 out of 5 stars - up 5% since last year
- 80% of boys say our workshops help them learn more about gender stereotypes
- 86% say they learned more about healthy relationships with us
- 75% say they now understand what gender-based violence is and how it impacts other people

Universities

- 18 universities and organisations booked
- 78 workshops delivered
- Over 1,000 students and young people reached
- On average, 88% of workshop participants rate our workshops at 4 or 5 out of 5 stars
- On average, 94% of workshop participants agree that our workshops help them to create a more positive group culture - up 10% since last year

Workplaces

- 73 workshops and seminars and 2 MAN programmes delivered
- More than 1,650 participants reached
- 18 organisations engaged
- On average, 91% of participants rate our sessions at 4 or 5 stars out of 5 - up 10% since last year
- On average, 93% of participants would recommend our sessions to someone else
- On average, 90% of participants say they have a better understanding of our core topics
- The majority of our participants plan to take further action within 3 months of attending our seminars, with the most popular planned actions being learning more, working together with colleagues and carrying out their own activism

Sport

- 35 workshops delivered
- Over 1,000 participants reached
- 20 organisations booked, a 60% increase on last year
- 92 sports clubs reached through conferences, events and partnership work
- 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

BEYOND EQUALITY CIO

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

Achievements and performance (continued)

Volunteers

- 55 current volunteers
- 6 new volunteers trained this year
- A successful recruitment drive launched, with onboarding planned for next business year
- 11 schools supported across the academic year, reaching 500 young people

Research to Action series

- 138 attendees, a 176% increase on our previous average attendance for R2A seminars
- 12 young people reached through our youth consultation group

Community Groups

- Collective Resilience - men's mental wellbeing
- 35 facilitators trained
- 135 workshops delivered

External Communications

	Audience size	Views/Impressions	Engaged
BE Instagram	16,190	911,240	11,304
Newsletter	1,500	-	-
BE LinkedIn	5,499	111,740	14,522
DG LinkedIn	3,831	167,992	3,964
TOTAL	27,020	1,190,972	29,790

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

Achievements and performance (continued)

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.

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. Reserves have reduced from £59,881 to £48,498 during the financial year. This saw the reserves go below the 3-6months fixed-staffing-cost goal outlined in the reserves policy. The organisation responded by prioritising building up reserves in the subsequent budget, controlling expenditure, and with the treasurer reporting back monthly to the board from the finance committee.

At the year end, £39,388 (2024 - £59,881) of unrestricted free reserves were held and £9,110 (2024 - £Nil) of restricted reserves were held for Movember, leaving a total reserve of £48,498.

c. Finance review

During the period, the charity received total income of 941,132 (2024 - £980,401) of which £106,618 (2024 - £136,132) related to Movember as restricted funds, and £26,811 (2024 - Nil) of other restricted funds.

Total expenditure in the year was £952,515 (2024 - £1,059,332) of which £137,430 (2024 - £191,563) was against restricted funds and £815,085 (2023 - £867,769) unrestricted, resulting in an overall deficit of £11,383 (2024 - £78,931).

The charity has funds brought forward of £59,881, leaving a carried forward fund balance of £48,498 after this years deficit.

BEYOND EQUALITY CIO

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

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.

11.4% was from Movember to pay for our Collective Resilience project

28.4% was from grants and donations

60.2% 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.

BEYOND EQUALITY CIO

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

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, Coalition for Caring Masculinities, and Sex Education Forum.

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.

BEYOND EQUALITY CIO

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

Structure, governance and management (continued)

e. Related party relationships

Three conflicts 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.

- Sidonie Betrand-Shelton previously managed Holly Green, a senior staff member in a previous role. She has noted this to trustees and would excluded herself from any decisions pertaining directly to their employment or employment conditions

- There is also potential conflicts with services provided by trustees or their employers. In these instances trustees remove themselves from discussion and decisions pertaining directly to these. So far this has not occurred.

Beyond Equality CIO has acquired the intellectual property, staff, volunteers and many organisation structures from Good Lad Initiative CIC.

Statement of Trustees' responsibilities

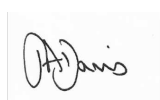
The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they 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 Companies Act 2006. 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:



26/06/2026

J Davis
(Trustee)

BEYOND EQUALITY CIO

INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 AUGUST 2025

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 2025.

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

Since the company's gross income exceeded £250,000 your 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 ICAEW, 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.

BEYOND EQUALITY CIO

INDEPENDENT EXAMINER'S REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

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: 30/6/26

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 2025

	Note	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:					
Donations and legacies	3	133,429	240,833	374,262	255,987
Charitable activities	4	-	566,870	566,870	724,414
Total income		133,429	807,703	941,132	980,401
Expenditure on:					
Charitable activities	5	137,430	815,085	952,515	1,059,332
Total expenditure		137,430	815,085	952,515	1,059,332
Net expenditure		(4,001)	(7,382)	(11,383)	(78,931)
Transfers between funds	11	13,111	(13,111)	-	-
Net movement in funds		9,110	(20,493)	(11,383)	(78,931)
Reconciliation of funds:					
Total funds brought forward		-	59,881	59,881	138,812
Net movement in funds		9,110	(20,493)	(11,383)	(78,931)
Total funds carried forward		9,110	39,388	48,498	59,881

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

The notes on pages 16 to 26 form part of these financial statements.

**BEYOND EQUALITY CIO
REGISTERED NUMBER:**

**BALANCE SHEET
AS AT 31 AUGUST 2025**

	Note	2025 £	2024 £
Fixed assets			
		-	-
Current assets			
Debtors	9	51,220	140,990
Cash at bank and in hand		238,165	39,163
		<u>289,385</u>	<u>180,153</u>
Current liabilities			
Creditors: amounts falling due within one year	10	(240,887)	(120,272)
Net current assets		<u>48,498</u>	<u>59,881</u>
Total assets less current liabilities		<u>48,498</u>	<u>59,881</u>
Net assets excluding pension asset		<u>48,498</u>	<u>59,881</u>
Total net assets		<u><u>48,498</u></u>	<u><u>59,881</u></u>
Charity funds			
Restricted funds	11	9,110	-
Unrestricted funds	11	39,388	59,881
Total funds		<u><u>48,498</u></u>	<u><u>59,881</u></u>

BEYOND EQUALITY CIO

BALANCE SHEET (CONTINUED) AS AT 31 AUGUST 2025

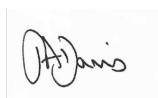
The Charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

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



26/06/2026

J Davis
(Trustee)

The notes on pages 16 to 26 form part of these financial statements.

BEYOND EQUALITY CIO

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2025

	2025 £	2024 £
Cash flows from operating activities		
Net cash used in operating activities	199,002	5,632
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	199,002	5,632
Cash and cash equivalents at the beginning of the year	39,163	33,531
Cash and cash equivalents at the end of the year	238,165	39,163

The notes on pages 16 to 26 form part of these financial statements

BEYOND EQUALITY CIO

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025

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 2025

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.

BEYOND EQUALITY CIO

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025

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 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Donations	18,222	190,833	209,055
Grants	115,207	50,000	165,207
	<u>133,429</u>	<u>240,833</u>	<u>374,262</u>

	<i>Restricted funds 2024 £</i>	<i>Unrestricted funds 2024 £</i>	<i>Total funds 2024 £</i>
Donations	-	58,513	58,513
Grants	136,132	61,342	197,474
	<u>136,132</u>	<u>119,855</u>	<u>255,987</u>

4. Income from charitable activities

	Unrestricted funds 2025 £	Total funds 2025 £
Income from charitable activities	566,870	566,870

BEYOND EQUALITY CIO

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

4. Income from charitable activities (continued)

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

5. Analysis of expenditure by activities

	Activities undertaken directly 2025 £	Support costs 2025 £	Total funds 2025 £
Charitable activities	176,306	776,209	952,515
	<u><u>176,306</u></u>	<u><u>776,209</u></u>	<u><u>952,515</u></u>

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

BEYOND EQUALITY CIO

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

5. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Activities 2025 £	Total funds 2025 £
Direct cost	176,306	176,306

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

Analysis of support costs

	Total funds 2025 £	<i>Total funds 2024 £</i>
Staff costs	633,037	634,581
Accommodation	10,372	20,952
Advertising	3,440	3,391
Bank charges	360	359
Insurance	1,066	1,179
IT costs	8,921	9,008
Legal and professional fees	50,853	48,487
Postage, printing and stationery	1,768	2,604
Recruitment	-	965
Refreshments & subsistence	12,576	14,574
Subscriptions	4,253	4,338
Workshop costs	1,182	-
Training costs	5,837	5,003
Travelling expenses	36,619	54,890
Rent	5,925	16,013
	776,209	816,344

BEYOND EQUALITY CIO

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025

6. Independent examiner's remuneration

	2025 £	2024 £
Fees payable to the Charity's independent examiner for the independent examination of the Charity's annual accounts	<u>2,100</u>	<u>2,025</u>

7. Staff costs

	2025 £	2024 £
Wages and salaries	576,974	579,027
Social security costs	44,378	44,400
Contribution to defined contribution pension schemes	11,685	11,154
	<u>633,037</u>	<u>634,581</u>

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

	2025 No.	2024 No.
Employees	<u>19</u>	<u>18</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2025 No.	2024 No.
In the band £60,001 - £70,000	1	-

Key management personnel of the Charity consist of the Managing Director, Heads of Department, and Managers. The total employee benefits of the key management personnel amount to £220,870 (2024 - £55,119).

8. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2024 - £NIL).

During the year ended 31 August 2025, travelling expenses totalling £60 were reimbursed to 1 Trustee (2024 - £NIL to Trustee).

BEYOND EQUALITY CIO

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

9. Debtors

	2025 £	2024 £
Due within one year		
Trade debtors	15,360	118,406
Other debtors	34,109	18,584
Prepayments and accrued income	1,751	4,000
	<u>51,220</u>	<u>140,990</u>

10. Creditors: Amounts falling due within one year

	2025 £	2024 £
Trade creditors	11,972	18,610
Other taxation and social security	31,273	56,304
Other creditors	40,762	43,333
Accruals and deferred income	156,880	2,025
	<u>240,887</u>	<u>120,272</u>

	2025 £	2024 £
Deferred income at 1 September 2024	-	600
Resources deferred during the year	154,780	-
Amounts released from previous periods	-	(600)
	<u>154,780</u>	<u>-</u>

At the year end, the total deferred income balance relates to income received for a contract with BBC Storyworks (2024: Nil).

BEYOND EQUALITY CIO

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

11. Statement of funds

Statement of funds - current year

	Balance at 1 September 2024 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 August 2025 £
Unrestricted funds					
General Funds	59,881	807,703	(815,085)	(13,111)	39,388
Restricted funds					
Movember	-	106,618	(119,729)	13,111	-
Network for Social Change	-	8,589	(8,589)	-	-
Equimundo	-	18,222	(9,112)	-	9,110
	-	133,429	(137,430)	13,111	9,110
Total of funds	59,881	941,132	(952,515)	-	48,498

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.

Network for Social Change:

The grant from Network for Social Change is used to support the project "Rethinking Youth Masculinities: Learning Exchanges, Professional Development and New Recruitment Pathways with Youth Workers".

Equimundo:

The restricted funds received from Equimundo were to support the co-development of a report called "State of UK Men", which is a research-led publication examining the social, economic, and health experiences of men in the UK.

BEYOND EQUALITY CIO

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

11. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 September 2023 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Balance at 31 August 2024 £</i>
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	<u>138,812</u>	<u>980,401</u>	<u>(1,059,332)</u>	<u>-</u>	<u>59,881</u>

12. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Current assets	9,110	280,275	289,385
Creditors due within one year	-	(240,887)	(240,887)
Total	<u>9,110</u>	<u>39,388</u>	<u>48,498</u>

Analysis of net assets between funds - prior year

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

BEYOND EQUALITY CIO

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

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

	2025 £	2024 £
Net expenditure for the year (as per Statement of Financial Activities)	(11,383)	(78,931)
Adjustments for:		
Decrease in debtors	89,770	39,586
Increase in creditors	120,615	44,977
Net cash provided by operating activities	199,002	5,632

14. Analysis of cash and cash equivalents

	2025 £	2024 £
Cash in hand	238,165	39,163
Total cash and cash equivalents	238,165	39,163

15. Analysis of changes in net debt

	At 1 September 2024 £	Cash flows £	At 31 August 2025 £
Cash at bank and in hand	39,163	199,002	238,165
	39,163	199,002	238,165

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 £11,685 (2024: £11,154). £2,262 (2024: £2,333) was payable to the fund at the balance sheet date and are included in creditors

BEYOND EQUALITY CIO

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025

17. Related party transactions

During the year, £41,000 was paid to D Guinness (Managing Director) to settle the £41,000 outstanding at the year ended 31 August 2024. A further loan was received from D Guinness of £38,500 (2024 - £41,000), at the year end, the amount outstanding payable and shown in creditors is £38,500 (2024 - £41,000).