



EQUILIBRIA

TRUSTEES' ANNUAL REPORT
FOR THE YEAR ENDED 31 JULY 2022



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LEGAL AND ADMINSTRATIVE INFORMATION

Trustees

Ahmed Al Ani
Alastair Ross
Iyad Al Qudah

Charity Number

1194451

Auditor

Henton & Co LLP
Northgate
118 North Street
Leeds
LS2 7PN

Banker

Lloyds Bank
Butler Place, Chelmsford Legg St OSC, 1 Legg Street
Essex, CM1 1JS

EQUILIBRIA



Who we are

Although Equilibria has been running successfully since 2016 on a very small scale as a non-profit organisation, the past year has been the first year of trading for Equilibria as a charity and has proved to be a resounding success.

Our object is to advance the education of the public, in the subject of Islam as a religion of peace, tolerance and understanding.

As such we dispel myths that form the basis of Islamophobia and faith-associated hate crime.

"Firstly, thank you for an amazing day. The children have loved absolutely every moment of it and have learned so much from the experience today. The other staff members on the trip said it was the best trip they've ever been on!"

KS1 Teacher

What we do

- Produce educational resources including workshops, training sessions, multimedia packages and a whole host of other resources to educate the public on the religion of Islam and tackle misconceptions, stereotypes and negative attitudes in society.
- Develop activities to encourage people to challenge Islamophobia and prejudice.
- Collaborate and build on interfaith relationships to build bridges and end Islamophobia and any faith-associated hate crime.

At Equilibria, we recognise the importance of how lived experiences shape our understanding, therefore we have invested time and effort to develop a robust programme of visits to help foster a practical and exciting learning experience for students. Therefore we offer the following services:

- Workshops
- CPD training material and interactive sessions
- Assemblies
- Mosque visits
- Exploring 3 faiths
- Virtual mosque tour



Public benefit

Dehumanising or 'othering' people is the most powerful fertilizer of hate and division. Direct, personal human understanding is hatred's mortal enemy.

Dialogue enriches religious education, nurtures tolerance and builds bridges of understanding within our communities.

Equilibria uses dialogue in our works to:

- Enrich religious education;
- Promote fundamental values of respect and tolerance;
- Broadens pupils' experience and perspectives;
- Develops pupils critical thinking;
- And builds bridges within our local communities.

Equilibria provides a local, professional and authentic way of helping our pupils and communities understand and learn about Islam as part of wider community cohesion.

"I've learnt so much... Can't believe we have so much in common!"

KS2 teacher

Partnership working

A key strategic aim of Equilibria is to help foster and augment collaboration between organisations which aim to develop community cohesion. We believe our main strength lies in working in partnership with other organisations to deliver a high quality educational experience for our students. To this extent we are proud in our recognition by public institutions. This paved the way for Equilibria to receive the Schools Welcome Badge awarded by Leeds City Council. Equilibria are also proud ambassadors for Child Friendly Leeds.



Defined roles

Trustees: Our board of trustees underpin the relationship between the leadership of our organisation and to those who we are ultimately accountable to - the public. To ensure the interests of the diverse British public are represented by our trustees, representatives who are appointed consist of public officials such as City Council leaders and individuals of a strong standing within the communities we serve. The trustees also assist in strategic planning and ensure that the monies derived from donations are put to best use.

Manager: The manager of our organisation has overall responsibility for delivering on the strategic objectives and providing direction for the charity's activities. They are responsible for developing strategic drivers as well as appointment of the management committee along with managing performance.

Management committee: Oversee the day to day activities of the charity. This includes production of material; delivering workshops; recruitment and oversight of volunteers; collection and processing donations, along with other administrative duties.

Volunteers: While the manager may represent the head of our organisation the volunteers, who deliver our day services represent the 'face' of our organisation. Our volunteers go through a rigorous training programme to ensure they are equipped with the skill set and knowledge to deliver the vision of our organisation. By recruiting from a range of communities we can ensure that we have a workforce that not only reflects the stakeholders but ensures we develop a service tailored to the diverse British public who we ultimately serve.



ACTIVITY THIS YEAR

What has this looked like in practice?

The Covid-19 pandemic brought a wave of change to the schools we support. Our volunteers made it a top priority to step into the provision gap to support both pupils and teachers. We very quickly created an online virtual Mosque Visit as well as accompanying resources - which have been viewed over 5000 times. To respond to children's questions, which we always encourage, we also offered support in the form of a follow up live Zoom call from our volunteers.

"It is clear to see the video had the curriculum and audience in mind...they've learnt so much and we've loved the resources!"
KS2 Teacher.

In September 2021, our team of volunteers still faced some barriers with schools that were tentatively resuming normal classroom activities and visits. With facemasks, hand sanitisers and updated risk assessments in hand, our team were equipped for the challenge!

Slowly, face to face workshops and Mosque Visits resumed. As did our very unique Exploring 3 Faiths visits. We were delighted to meet in person again with our wonderful interfaith group of Jewish, Christian and Sikh representatives.



To keep up with the growing demand, we trained a group of new volunteers. They attended a whole day training workshop where they learnt from our experienced volunteers through the

use of demonstrations of workshops and material. Alastair Ross, RE Consultant, also led a session to familiarise volunteers with the locally agreed RE syllabus so volunteers are able to meet curriculum and school requirements.



List of organisations supported by Equilibria

Adel Primary School	St Joseph's Wetherby	Shelley College
Wykebeck Primary	Windmill CoFE	Weetwood Primary
Otley All Saints CE Primary School	Helme CoFE Academy	Orchard Head JI&N School
Lawns Park Primary	Guiseley Primary	43rd North Leeds Scout Group
Lakeside Primary Academy	Riverside Calderdale	Pennine Learning
Denton West Primary	South Parade Ossett	Etz Chaim Synagogue
Tyldesley Primary	Golcar JIN School	St Michael & All Angels Church
Midgeley School	Moor Allerton Hall Primary	Makkah Mosque
Bramley Park Academy	West End Primary	Lincoln Green Mosque
Weetwood Primary	Pudsey Southroyd Primary	The Lingfield Centre
Bradford Academy	Crowlees J&I School	Leeds SACRE
All Saints Primary	Scouts 1st Marson Moor	Bowling Green Academy
Share Mat	Millbrook Primary	

From our initial outset, Equilibria, as an organisation has gone from strength to strength. We have delivered our services across Leeds, Halifax, Huddersfield and recently within the Tameside region too. These services have been developed to account for the specific needs

of the organisations ensuring all requirements of the recipients are met. As a result, following the conclusion of our internal audit, we trustees are confident the Equilibria team can successfully meet the future objectives. We are particularly pleased with the excellent review and feedback we have received from both the students' questionnaires and teacher feedback forms. After reviewing future plans within the business plan we anticipate that Equilibria will continue to deliver an outstanding service.

Future positioning of the Charity

It is our view, upon reviewing the outcomes against strategic objectives set from the last year, we trustees agree that Equilibria has met its objectives to a high standard.

Going forward we are confident that the Equilibria team has developed a robust business plan to account for future plans.

Equilibria seeks to develop skills and confidence in Understanding Islam of teachers and other professionals in West Yorkshire. This will be done by creating training material to support teachers who would like to gain a better understanding of Islam.

In the coming year, we aim to develop a comprehensive secondary school package. This package will support schools to enrich their RE curriculum and will include:

- Workshops for KS3 and KS4
- Mosque Visits that meet the KS3 and KS4 curriculum requirements
- KS3 and KS4 Explore Islam Assemblies
- CPD for teachers

SOME WORDS FROM OUR TRUSTEE

Everyday, I am reminded of how relevant and significant Equilibria's work in the community is. Recently, I came upon this by Brandon Cox: ***"Everytime you break down the narrative of otherness, the narrative of togetherness grows."*** So, after our volunteers have delivered a day of workshops and assemblies and we receive teacher feedback such as: ***"I've learnt so much (about Islam)...Can't believe we have so much in common!"*** or a teacher writes: ***"They (children) wouldn't usually get a chance to learn from Muslims. It's been a really good experience for them,"*** we are reminded of the importance of our work which is a manifestation of our motto: ***'Exploring Islam, Building Bridges and Breaking Down Barriers.'***

This year had unique challenges for us. Having transitioned from a not for profit, small organisation to a charity with a growing reach, our team of volunteers have not only been busy delivering our usual services, but they have also been working hard in the background in relation to the wider business organisation. The evolution hasn't been an easy task, however all those involved have worked tirelessly and selflessly to ensure a smooth transition in what is Equilibria today. The business structure has been developed, new policies and procedures drafted, implemented and values bought into by all stakeholders and volunteers to ensure our charitable objectives are understood.

COVID has presented its own challenges to the volunteers at Equilibria. When organisations, private and public were closing their doors to the public, Equilibria has been innovative to ensure our work continued. To that extent, in the absence of face to face contact, our team developed an online, virtual mosque tour which alone has been viewed over a thousand times with one teacher commenting that it was: ***"A really good classroom resource."***

Emerging from Covid and with an ever increasing demand on Equilibria's services, one of our key objectives this year was to expand our reach. Consequently, this year we launched our new training programme for volunteers and mosque leaders, in the hope that by sharing our expertise, we can empower Muslims to run 'Explore Islam' services in their own locality across the UK. A trainee told us: ***"I thought it was an excellent day, very comprehensive, well planned and all parts professionally delivered. The ethos, as well as the content was very evident."*** This has been a step in the right direction as it has helped us to keep up with the growing demand.

Not happy to sit on our laurels, the future brings further challenges for us; funding for a charity, any charity is its biggest Achilles' heel and to that extent, Equilibria is looking to develop and secure stable regular funding through its community contacts and through applying for the relevant grants to further branch out and reach more people.

We do not work alone and are thankful for another year of supporting teachers and students across the UK, training our volunteers, and forging a strong relationship with our neighbouring Sikhs, Christians, Jews and those of no religious affiliation. It is by working together that we discover: ***"We are far more united and have far more in common with each other than things that divide us," (Jo Cox).***

Iyad Al Qudah

Trustee for Equilibria

FINANCIAL STATEMENTS

Statement of Financial Activities including Income and Expenditure Account for the period ended 31 July 2022

	NOTES	Unrestricted funds 2022 £
<u>Income from:</u>		
Donations and legacies	3	5,746
Charitable activities	4	1,919
Other trading activities	5	315
		<u>7,980</u>
<u>Expenditure on:</u>		
Charitable activities	6	2,704
Net income for the period/ net movement in funds		5,276
Fund balance at 31 July 2022		<u>5,276</u>

The statement of financial activities includes all gains and losses recognized in the period.

All income and expenditure derive from continuing activities.

Balance Sheet as at 31 July 2022

	2022	
NOTES	£	£
<u>Current assets</u>		
Cash at bank and in hand	5,276	
Net current assets		5,276
<u>Income funds</u>		
Unrestricted funds		5,276
Fund balance at 31 July 2022		5,276

The financial statements were approved by the Trustees on 11.01.2023.



Iyad Alqudah, Trustee



Dr A K Al-Ani, Trustee



Alastair Ross, Trustee

NOTES TO FINANCIAL STATEMENTS

1. Charity Information

Equilibria is a charitable incorporated organisation. The registered address is Clarendon Dental Spa, 9 Woodhouse Square, Leeds, LS2 1AD.

1.1 Reporting period

The charitable incorporated organisation was registered on 13 May 2021, the year end was then adjusted to 31 July 2022. As such no comparative figures have been given.

1.2 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") AND THE Charities SORP "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 charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

1.3 Going Concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.4 Charitable Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

1.5 Income

Income is recognized when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

1.6 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.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments.

2. Donations and legacies

	Unrestricted funds
	2022
	£
Donations and gifts	5,746

3. Charitable activities

	Unrestricted funds
	2022
	£
Sales within charitable activities	1,919

4. Other trading activities

	Unrestricted funds
	2022
	£
Non-charitable trading activities	315

5. Charitable activities

	Unrestricted funds
	2022
	£
Purchases	358
Insurance	19
Travel expenses	22
Uniform	16
Advertising	110
Teaching	1,294
Events	885
	2,704

6. Trustees

None of the trustees (or any person connected with them) received any remuneration of benefit from the charity during the period.

7. Employees

The company employed no people during the period.

8. Related party transactions

There were no disclosable related party transactions during the period.



Iyad Alqudah, Trustee



Ahmed Al-Ani, Trustee



Alastair Ross, Trustee

CHARTERED ACCOUNTANTS' REPORT TO THE TRUSTEES ON THE PREPARATION OF THE UNAUDITED STATUTORY FINANCIAL STATEMENTS OF EQUILIBRIA CIO FOR THE PERIOD ENDED 31 JULY 2022

In order to assist you to fulfil your duties under the Charities Act 2011, we have prepared for your approval the financial statements for Equilibria CIO for the period ended 31 July 2022, which comprise the statement of financial activities and the related notes from the charity's accounting records and from information and explanations you have given us.

As a practicing member firm of the Institute of Chartered Accountants in England and Wales, we are subject to its ethical and other professional requirements which are detailed at

<https://www.icaew.com/reulation>

This report is made to the charity's trustees, as a body, in accordance with the terms of our engagement letter dated 6 December 2021. Our work has been undertaken solely to prepare for your approval the financial statements of Equilibria CIO and state those matters that we have agreed to state to the charity's trustees, as a body, in this report in accordance with ICAEW Technical Release 07/16 AAF. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Equilibria CIO and the charity's trustees as a body, for our work or for this report.

It is your duty to ensure that Equilibria CIO has kept adequate accounting records and to prepare statutory financial statements that give a true and fair view of the assets, liabilities, financial position and surplus of Equilibria CIO. You consider that Equilibria CIO is exempt from the statutory audit requirement for the period, and is not required to obtain an independent examiner's report.

We have not been instructed to carry out an audit or a review of the financial statements of Equilibria CIO. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations you have give to use and we do not, therefore, express an opinion on the statutory financial statements.



Hentons
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Leeds
LS2 7PN