



# Equilibria Annual Report



*Exploring Islam, Breaking barriers & Building Bridges*

## Who Are We?

*Equilibria, established in 2016, is a UK-based charity founded by a group of British Muslim educators concerned about the misrepresented portrayal of Islam and Muslims in the media, particularly its impact on the younger generation.*

*Our mission is to address this issue through engaging and informative initiatives while aiming to present Islam authentically, meeting the professional standards that matter.*

## We deliver:

- Workshops
- Assemblies
- CPD training material and Interactive Sessions

At Equilibria, we realise the importance of how lived experiences shape our understanding of faith, therefore we have invested the 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:

- Mosque visits
- Exploring 3 Faiths
- Virtual Mosque Tours

## Student Reach:

- Engaged over 21,630 students through assemblies, workshops, and Mosque visits.
- Programs designed to be both enjoyable and educational for a balanced understanding of Islam.

## Workshop Impact:

- Conducted 360+ workshops nationwide.
- Encouraged active participation and knowledge sharing among diverse communities.

## Adult Engagement:

- Benefited 576 adults, including parents, teachers, and community members.
- Offered training, professional development sessions, and community events.

## Organizational Collaboration:

- Collaborated with 160 organizations, including schools, colleges, and universities.
- Provided support to help institutions thrive.



## What We Do

- **Educational Resource Production:**
  - We create diverse educational resources, encompassing workshops, training sessions, multimedia packages, and other materials, aimed at informing the public about the religion of Islam. Our goal is to address and dispel misconceptions, stereotypes, and negative attitudes prevalent in society.
- **Islamophobia Challenge Activities:**
  - We design and implement activities that encourage individuals to actively challenge Islamophobia and prejudice, fostering awareness and understanding to contribute to the elimination of negative biases.
- **Interfaith Collaboration:**
  - We actively collaborate and strengthen interfaith relationships to construct bridges and combat Islamophobia, along with any hate crimes associated with faith.
- **Practical Learning Experiences:**
  - Acknowledging the profound impact of lived experiences on shaping understanding, Equilibria invests time and effort in developing a robust program of visits. These visits aim to create practical and exciting learning experiences for students, deepening their understanding of various perspectives.



## Public Benefit

- **Countering Dehumanization:**
  - Dehumanizing or 'othering' individuals is a powerful catalyst for hate and division.  
Direct, personal human understanding stands as hatred's mortal enemy.
- **Dialogue for Enriching Religious Education:**
  - Dialogue plays a crucial role in enriching religious education, nurturing tolerance, and building bridges of understanding within communities.
- **Equilibria's Dialogue Initiatives:**
  - We employ dialogue to:
    - Enrich religious education.
    - Promote fundamental values of respect and tolerance.
    - Expand pupils' experiences and perspectives.
    - Develop pupils' critical thinking.
    - Build bridges within our local communities.
- **Local, Professional, and Authentic Approach:**
  - Equilibria offers a local, professional, and authentic avenue for pupils and communities to understand and learn about Islam, contributing to wider community cohesion.



## Partnership working

Equilibria excels in partnerships, working closely with various organizations to enhance educational experiences for our students. These collaborations allow us to offer comprehensive and impactful programs, leveraging shared resources and expertise.

- **Leeds City Council Recognition:**

Equilibria is honoured to receive the School Welcome Badge from the Leeds City Council. This badge acknowledges our commitment to creating a welcoming and inclusive environment for students, reflecting our dedication to fostering learning and acceptance.

- **Ambassadors for Child Friendly Leeds:**

As proud ambassadors for Child Friendly Leeds, Equilibria actively contributes to initiatives promoting the well-being and development of children in the community. This aligns with our mission to make a positive impact on young lives.



### Defined Roles:

- **Trustees:** Our board of trustees underpin the relationship between the leadership of our organisation and to those who are ultimately accountable to the public. to ensure interests of the diverse British public are represented by our trustees' representatives who are appointed consist of public officials such as the 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 the overall responsibility for delivering on the strategic objectives and providing direction for the charity's activities. They are also 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 the production of material, delivering workshops, recruitment of oversight of volunteers, collection, and processing donations along with other administrative duties.
- **Volunteers:** while the manager represents the head of our organisation the volunteers deliver our day services, which represent the 'face' 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.

## Testimonials from Teachers

The day was amazing from start to finish. The students were able to ask a range of questions without feeling silly and the responses were at an appropriate level to our group. I would highly recommend Equilibria to anyone looking for an engaging RE visit.

Thanks for welcoming me yesterday. 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.

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## Teacher Training



On October 19th, we hosted a highly impactful Understanding Islam Day, a dedicated session aimed at fostering awareness and understanding in schools and workplaces.

### **Purpose:**

The event was designed to provide practical and informative insights into Islam, catering specifically to the needs of school leaders, professionals, RE and RMSC lead teachers, and governors in both primary and secondary schools.

### **Key Speakers:**

Featured distinguished speakers:

- Imam Qari Asim
- RE Consultant Alistair Ross
- Mohammed Abubakar, Mend Yorkshire, and Humber Regional Manager.

## Key Highlights:

- **Audience Engagement:**
  - A successful turnout with 37 teachers in attendance, showcasing the event's relevance for school leaders and professionals.
- **Targeted Participants:**
  - Tailored for senior leaders, professionals, and key figures in education, emphasizing the importance of understanding Islam in diverse educational settings.
- **Relevance to Education:**
  - Focused on addressing the nuanced issues and sensitivities related to Islam within school environments.
- **SACRE Endorsement:**
  - Supported by SACREs in Leeds, Calderdale, and Kirklees, further underlining the credibility and importance of the event.



## Some Words from Our Trustees

As I reflect on the strides Equilibria has made this past year, I am reminded of my own school days, moving from one school to another. Whenever I encountered a Religious Education class that represented Islam accurately and respectfully, it not only filled me with pride but also sparked my curiosity about other faiths. This personal experience underlines the importance of what we do at Equilibria—educating to foster understanding and respect across diverse communities.

This year, our engagement reached over 21,630 students through assemblies, workshops, and mosque visits. Each interaction was an opportunity to ignite curiosity and foster a respectful understanding of cultural diversity. The laughter and thoughtful questions from these young minds are a vivid reminder of the powerful role education plays in shaping compassionate societies.

Our workshops have been instrumental in this educational journey. Across the nation, we held 360 such events, creating spaces for meaningful dialogue and learning. A moment that stands out to me from this year was after one workshop when a child exclaimed, "I love Islam!" Hearing this was not only a proud moment but also a testament to the impact of our efforts.

The necessity for such educational initiatives is why we are currently developing a new program specifically tailored for secondary schools. This program aims to deepen understanding and foster respect among older students, preparing them to be thoughtful, informed members of society.

We have also expanded our adult engagement, benefiting 576 individuals including educators, parents, and community leaders. These adults play a crucial role in nurturing our future generations, and by empowering them, we extend our impact beyond the classroom.

Collaborations with 160 like-minded organisations this year have amplified our efforts, embedding our values deeply within educational and social structures. Each partnership is a step towards a more understanding and inclusive world.

A particularly reflective and gratifying moment for me was our "Understanding Islam Day" in October. Thanks to generous donations, we were able to provide each of the 37 participating educators with a free resource box, containing over £100 of resources, to help them integrate what they learned into their teaching. Watching these educators gather to delve into Islam's representation in education resonated deeply with my personal educational experiences and the transformative potential of understanding.

As we look ahead, the challenges are many, but so are the opportunities to make a significant difference. With the continued support from our community, partners, and friends, we are not just envisioning a more inclusive society; we are actively constructing it.

In the coming year, we are excited to expand our Secondary School Programme. This initiative will focus on providing enhanced educational support for secondary school students around Yorkshire. Our aim is to foster academic excellence, personal growth, and community engagement among young learners.

### **Volunteer Retention Program**

Recognizing the invaluable contributions of our volunteers, we are launching a robust Volunteer Retention Program. This program is designed to provide ongoing training and foster a sense of

community through social events.

### **Training Initiatives**

**Comprehensive Orientation:** New volunteers will undergo a detailed orientation to understand the mission, values, and operations of our organization. This will equip them with the knowledge and tools they need to contribute effectively from day one.

**Skill Development Workshops:** Regular workshops will be conducted to enhance the skills of our volunteers. These sessions will cover a wide range of topics, including leadership, communication, project management, and specific skills relevant to their roles.

### **Social Engagements**

**Monthly Socials:** To build a strong sense of camaraderie among our volunteers, we will organize monthly social events. These gatherings will include team-building activities, informal meet-ups, and cultural events, offering volunteers a chance to relax and bond outside of their regular duties.

Through these initiatives, we are confident that the upcoming year will be one of growth, enhanced impact, and strengthened community bonds. We look forward to the continued support of our volunteers and stakeholders as we work towards achieving our goals.

Thank you for being part of this remarkable journey. Let's continue with the same passion and commitment that have brought us to where we are today.

***Ahmad Al Ani***

***Trustee at Equilibria***

## Financial Statements

Statement of financial activities including income and expenditure account for the period ending 31 July 2023

|                                         | Notes | Unrestricted funds<br>2023<br>£ |
|-----------------------------------------|-------|---------------------------------|
| <b>Income from:</b>                     |       |                                 |
| Donations and legacies                  | 3     | 8,734                           |
| Charitable activities                   |       | -                               |
| Other trading activities                | 4     | 828                             |
| <b>Total income</b>                     |       | <u>9,562</u>                    |
| <b>Expenditure on:</b>                  |       |                                 |
| Raising funds                           | 5     | -                               |
| Charitable activities                   | 6     | 9,191                           |
| <b>Total expenditure</b>                |       | <u>9,191</u>                    |
| <b>Net income and movement in funds</b> |       | 371                             |
| <b>Reconciliation of funds:</b>         |       |                                 |
| Fund balances at 1 August 2022          |       | <u>5,276</u>                    |
| <b>Fund balances at 31 July 2023</b>    |       | <u><u>5,647</u></u>             |

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

## Balance sheet as at 31 July 2023

|                                                       | Notes     | 2023<br>£ | £     |
|-------------------------------------------------------|-----------|-----------|-------|
| <b>Current assets</b>                                 |           |           |       |
| Cash at bank and in hand                              |           | 6,607     |       |
| <b>Creditors: amounts falling due within one year</b> | <b>10</b> | 960       |       |
|                                                       |           | <hr/>     |       |
| Net current assets                                    |           |           | 5,647 |
|                                                       |           |           | <hr/> |
| <b>The funds of the charity</b>                       |           |           |       |
| Unrestricted funds                                    |           |           | 5,647 |
|                                                       |           |           | <hr/> |
|                                                       |           |           | 5,647 |
|                                                       |           |           | <hr/> |

The financial statements were approved by the trustees on .....

Ahmed Al Ani

Iyad Al Qudah

# NOTES TO FINANCIAL STATEMENTS

## Charity Information

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

### 1.1 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 financial statements 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 Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

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 £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

### 1.2 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.

### 1.3 Charitable funds

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

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

### 1.4 Income

Income is recognised 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. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

### **1.5 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 are allocated on the portion of the asset's use.

### **1.6 Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

#### **Basic financial assets**

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

#### **Basic financial liabilities**

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method. Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

#### **Derecognition of financial liabilities**

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

### **1.7 Employee benefits**

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

## **2 Critical accounting estimates and judgements**

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent

from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

### **3 Income from donations and legacies**

|                     | <b>Unrestricted<br/>funds<br/>2023<br/>£</b> |
|---------------------|----------------------------------------------|
| Donations and gifts | 8,734                                        |
|                     | <u>          </u>                            |

### **4 Income from other trading activities**

|                                   | <b>Unrestricted<br/>funds<br/>2023<br/>£</b> |
|-----------------------------------|----------------------------------------------|
| Non-charitable trading activities | 828                                          |
|                                   | <u>          </u>                            |

### **5 Expenditure on raising funds**

|                                  | <b>Unrestricted<br/>funds<br/>2023<br/>£</b> |
|----------------------------------|----------------------------------------------|
| <b>Fundraising and publicity</b> |                                              |
| Advertising                      | -                                            |
|                                  | <u>          </u>                            |

## 6 Expenditure on charitable activities

|                         | Unrestricted<br>Funds<br>2023<br>£ |
|-------------------------|------------------------------------|
| <b>Direct costs</b>     |                                    |
| Purchases               | 1,035                              |
| Insurance               | 205                                |
| Travel                  | 62                                 |
| Uniform                 | -                                  |
| Legal                   | 1,680                              |
| Teaching                | 2,812                              |
| Events                  | 2,437                              |
| Accountancy             | 960                                |
|                         | <u>9,191</u>                       |
| <b>Analysis by fund</b> |                                    |
| Unrestricted funds      | <u>9,191</u>                       |

## 7 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

## 8 Employees

The company employed no people during the period.

## 9 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

## 10 Creditors: amounts falling due within one year

|                              | 2023<br>£  |
|------------------------------|------------|
| Accruals and deferred income | <u>960</u> |

## 11 Related party transactions

There were no disclosable related party transactions during the year (2022 - none).

Ahmed Al Ani

Iyad Al Qudah