

FACE EQUALITY INTERNATIONAL

England & Wales · Charity number 1198641

Details

Status Registered

Legal form CIO

Registered 2022-04-14

Register [View on the Charity Commission register](#)

Contact

Address 13b Vicarage Road
Hampton Wick
Kingston Upon Thames
KT1 4EB

Phone 07785508402

Email info@faceequalityinternational.org

Website faceequalityinternational.org

Activities

Objects: THE PROMOTION OF EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT BY:(A) THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF DISABILITY, AND IN PARTICULAR ON THE GROUNDS OF FACIAL OR OTHER PHYSICAL DISFIGUREMENTS FROM ANY CAUSE.(B) ADVANCING EDUCATION AND RAISING AWARENESS IN EQUALITY AND DIVERSITY AND THE SPECIAL PROBLEMS ASSOCIATED WITH DISFIGUREMENT;(C) CULTIVATING A SENTIMENT IN FAVOUR OF EQUALITY AND DIVERSITY.IN FURTHERANCE OF THAT OBJECT BUT NOT OTHERWISE, THE TRUSTEES SHALL HAVE POWER TO ENGAGE IN POLITICAL ACTIVITY PROVIDED THAT THE TRUSTEES ARE SATISFIED THAT THE PROPOSED ACTIVITIES WILL FURTHER THE PURPOSES OF THE CHARITY TO AN EXTENT JUSTIFIED BY THE RESOURCES COMMITTED AND THE ACTIVITY IS NOT THE DOMINANT MEANS BY WHICH THE CHARITY CARRIES OUT ITS OBJECTS.

Activities: As a growing Alliance of international NGOs, our collective actions focus on furthering the global face equality movement by advocating for disfigurement equality, eliminating the life-limiting stigma and prejudice associated with facial difference, building a community and campaigning for an equitable society. The charity runs in the UK, with an international membership.

Classification

- **How:** Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£141,502	£116,679	-	-
2023-12-31	£74,687	£92,480	-	-
2022-12-31	£60,464	£40,552	-	-

Trustees

Name	Role	Appointed
Jill Clark	Chair	2022-04-14
Charlotte Venter		2022-05-11
Dean Gillespie		2024-12-09
Francesca Witcomb		2025-11-24
Henrietta Spalding		2022-05-11
Henrietta Worthington		2022-05-11
Paul Wilden		2022-05-11

FACE EQUALITY INTERNATIONAL

England & Wales - Charity number 1198641

Accounts

Face Equality International

Charitable Incorporated Organisation

Annual Report and Financial Statements

For the year ended 31st December 2024

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2024 IMPACT



Creating a world where the facial difference community can live freely without discrimination or indignity.

We're thrilled to share some of the milestone moments from 2024 where we've brought about change with and for the facial difference community.

GOAL ONE

Campaign for Face Equality as a Human Right.

TikTok has used insights provided by FEI to support the development of new safety features to protect both the facial difference community and other marginalised groups. As a Trust & Safety partner and member of TikTok's Community Partner Channel, we have the ability to escalate potential Community Guidelines violations, such as hate speech and bullying, as part of an ongoing relationship with TikTok to create a safe space for people to express themselves online.

2. Together with Reed Smith LLP, Bank of America and Amazon we produced legal tables outlining equality and disability laws in

16 COUNTRIES

to support our members to understand if laws in their country recognise or offer any protection to the facial disfigurement community. This project won a LawWorks Award for best International Pro Bono Project.



3. The Supreme Court of India have explicitly recognised the rare skin condition of Ichthyosis

under disability guidance. FEI supported a grassroots support group to better understand the UN Convention on the Rights of Persons with Disabilities (CRPD) and subsequently to seek legal advice. This led to the formal registration of a non-profit which later filed public litigation. Many visible/facial differences are often perceived to be purely

cosmetic, or to be outside the legal definition of 'impairment'/disability and so this is a milestone moment for the movement. We have further plans in 2025 to assert disfigurement as part of the legal definition of disability with a Position Paper outlining disfigurement as a disability in relation to the CRPD.



Photo by Sujata Setia

GOAL TWO

Our 2024 conference was hosted by the Centre for Appearance Research in Bristol and kindly sponsored by the Persula Foundation. Bringing together non-profits, activists, academics and change-makers from over 9 different countries, The FEI Forum shares knowledge, builds collaborations and strengthens our collective purpose.

Grow an empowered community

2.

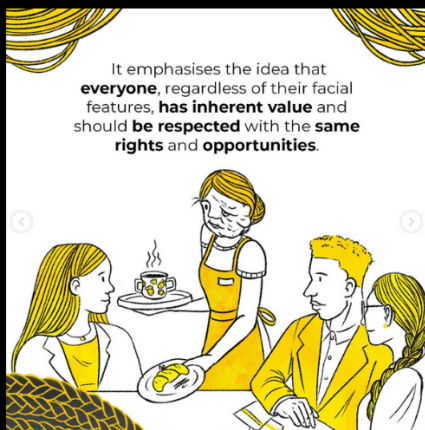
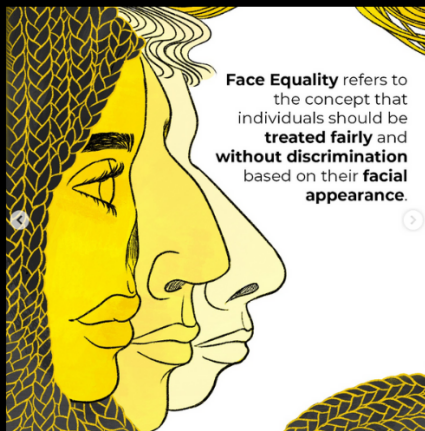
100%

of attendees reportedly positively on receiving training that was relevant to their work.

50 +

hours of dedicated support offered to FEI members.





Illustrations for FEI by Activist,
Elizabeth Russo

We served

3.

37

Member organisations.

"Thank you FEI , after connecting with your elite platform, I am able to accept myself totally. I will never hide my skin but learn to live in peace."

82%

4.

Was how much we grew our online audiences by.

"This year 's (Face Equality Week) theme is brilliant and provides many ways to usage. People are reacting more and more, so I hope more and more people want to be involved. I really love cooperation through organizations and alliance, so it works great and we can't let up!"

- FEI Member Organisation

GOAL THREE

Eliminate Stigma

1. We partnered with Sephora UK to put on our 'My Face is a Masterpiece' campaign for International Face Equality Week.

Together we created a series of films, and put on an in store event for the FD community which saw many staff reduced to tears by the panel talk. The campaign was viewed by **2.9 million people on TikTok alone.**



"I love this! I don't share my daughter's face for the sake of her autonomy... but my daughter has a facial difference! This page came up as a suggestion and I am so glad it did! Campaigns like this help normalise facial differences in our society... and I can absolutely get behind the world being kinder for everyone, including my silly, smart, gorgeous girl."



2. Meanwhile in New York, we partnered with myFace and Positive Exposure on another #MFIAM campaign shoot.

We believe that positive, celebratory, public facing campaigns such as these help to break down prejudice by ensuring the real stories of the facial difference community are told in the mainstream.

FEI made it into the press several times in 2024 with features in Enable and Glamour.





GOAL FOUR

Build a sustainable organisation

1.

Thanks to grant funding from The Fore and a second year of funding from The Joffe Trust, we went from a team of two to five this year, bringing on support in Comms, Campaigns, Fundraising, Education and Policy.

This is now the equivalent of just under 2.5 members of full time staff.

It is our goal to both increase the hours of these roles and sustain them long into the future as there is much work to be done to make face equality a reality.

3.

We ran our first ever match giving campaign thanks to 'The Big Give', exceeding our target of £4,000



2.

We're now delivering training on how to create inclusive workplace environments and how to reduce bias in recruitment. This builds off of research which shows how widespread discrimination is. This programme will help us to generate income and continue to partner with businesses of all sizes.

To find out more, or to arrange for someone with lived experience to deliver training at your work, email us on info@faceequalityinternational.org

A SPECIAL THANK YOU

We are so incredibly grateful to our devoted donors. A special shout out goes to:

All 'Friends of FEI' who donate monthly, The Persula Foundation, Smile Train, The Joffe Trust, The Fore, Dame Mery Perkins, The North Carolina Community Foundation, Sephora UK, Reed Smith LLP, and The VTCT Foundation.

Registered charity no. 1198641

Chair's Introduction

2024 has been an incredible year for FEI. In our second full year as a UK charity, we've doubled our income, doubled the size of our team, and as a result we've grown our impact exponentially. Despite consistent challenges across the UK charity sector for small charities, FEI has steadily grown its impact and income with thanks in the most part to trusts and corporate donors.

An enormous thanks goes to our new partners Sephora UK who partnered with us for International Face Equality Week 2024. This pioneering partnership put the facial difference community at the heart of a beauty campaign reaching over 2 million people and created space in an industry that has historically excluded our community. This has instilled faith and excitement in the movement we're building to make societal change, whilst enabling FEI to grow its income with the support of commercial partners.

This successful year enabled us to reforecast three months into the year, having exceeded budgeted trust income for the entire year in quarter one alone. This led to us building in two new roles in 2024 in the form of a Campaigns Manager and Head of Policy and Education. Embarking on a new workplace training programme, with a pilot funded by the VTCT Foundation has led to the development of commercial income for FEI, along with payment for trainers with lived experience of facial difference.

We also began an external strategic review and community consultation to better understand the needs of our members and wider stakeholders. We've been heartened by increased interest in getting involved in our work from different communities, such as individual activists, professionals in relevant fields, and grassroots groups. And so we're embarking on a journey to ensure the Alliance model is fit for purpose for our existing non-profit members and with plans to explore different tiers of membership to best support capacity for changemakers across the globe.

Jill Clark



Chair of the Board of Trustees

The Organisation

Face Equality International (FEI) is a charitable incorporated company. The Directors of the charitable company ('the charity') are its Trustees for the purpose of charity law and within this report are collectively referred to as the Trustees.

Charitable Incorporated Organisation No, incorporated in England: 1198641

Governing document

Constitution of a Charitable Incorporated Organisation, its only voting members are the Charity Trustees dated 14th April 2022.

Recruitment and Appointment of Trustees

The trustees have the power to appoint further trustees under the governing document referred to above. All trustees are appointed through a majority vote at a trustees meeting.

Registered Office:

13B Vicarage Road
Hampton Wick
Kingston Upon Thames
KT1 4EB

Bankers:

CAF Bank
25 Kings Hill Avenue
West Malling
ME19 4TA

Independent Examiner:

Name: Lisa Yeates of LJ Bookkeeping, 121 Chestnut Way, Burton, Christchurch, BH23 7LS

Introduction

Why our work is needed

“Thanks to FEI, we feel that the world can change and the acceptance of people with appearance differences can improve. That our voice is heard across the world and is gaining intensity year by year, just as we are building our bases. FEI is a support and motivation for our own projects. We like that it is international and we are proud to be a part of it. Every year, more and more people join, precisely because they see how the reach and impact of FE week is growing. Through FEI week and our project, we give courage to other people to be themselves and step out of their shadows to live life to the fullest.” - FEI Member non-profit

Facial disfigurement is a globally neglected human rights issue where an estimated one in 111 people have a disfigurement. FEI is the only international organisation devoted to ending this injustice with a focus on public awareness, inclusion and legislative change, rather than on medical fixes. Over the past years, we at FEI have established an impressive reputation on the global stage. With our first multi-year funding secured in May of 2023, we have conducted research into discrimination in Nepal, India and Mexico with reports launched this year. The outcomes highlighted horrific human rights atrocities. In response, FEI is determined to grow the alliance with a focus on finding and supporting grassroots leaders and local initiatives in the global majority.

Who we are

Face Equality International (FEI) is a charity that campaigns for social justice with and on behalf of people with appearance-affecting conditions. FEI runs a global alliance of 37 charities that campaign for local legislative and social justice. Moreover, FEI is a United Nations accredited NGO inputting into the ‘Convention on the Rights of Persons with Disabilities’ as the sole representative for the facial difference community. FEI was founded in 2018 by Dr James Partridge OBE and is run by CEO Phyllida Swift, an acclaimed speaker and specialist in campaigning and communications. Phyllida started out as a face equality activist after sustaining scars in a car accident aged 22. Lived experience of disability or disfigurement is at the core of our organisation, with many of the core team having lived experience and half of the board having personal experience of disfigurement as well as backgrounds in law, marketing, business management and advocacy.

Aims and Objectives

Our charitable objectives are:

The promotion of equality and diversity for the public benefit by:

- a) The elimination of discrimination on the grounds of disability, and in particular on the grounds of facial or other physical disfigurements from any cause.
- b) Advancing education and raising awareness in equality and diversity and the special problems associated with disfigurement;
- c) Cultivating a sentiment in favour of equality and diversity.

In furtherance of that object but not otherwise, the trustees shall have power to engage in political activity provided that the trustees are satisfied that the proposed activities will further the purposes of the charity to an extent justified by the resources committed and the activity is not the dominant means by which the charity carries out its objects.

Statement of Trustees' Responsibilities

The Trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31st December 2024.

The Directors of the charitable company (the charity) are its Trustees for the purposes of charity law and throughout this report are collectively referred to as the Trustees. Their responsibilities include all the responsibilities of Directors under the Companies Acts and of Trustees under the Charities Act.

The Board of Trustees are satisfied with the performance of the charity during this period and with the position at 31st December 2024 and consider that the charity is in a reasonable position to continue and expand its activities in the coming year.

Trustees

Jill Clark, Chair
Paul Wilden
Henrietta Spalding
Charlotte Venter
Andrew Jarvis, Treasurer
Henrietta Worthington
Shraman Ghosh, Secretary
Dean Gillespie, appointed 9th December 2024

Statement of Managing Risk

A risk register is updated in advance of each Board meeting, with RAG ratings. Any red items are discussed at Board level.

Management Team

Phyllida Swift, CEO

Summary of the activities and main achievements of the charity during the year

Strategic Objectives

1. Campaign for Face Equality as a Human Right

- Published three reports on Stigma and Human Rights Violations in LMICs looking in depth at Nepal, India and Mexico
- Supported a grassroots group supporting Ichthyosis patients to seek recognition under disability guidance via the Supreme Court of India
- Established relationships with UN independent advisers on Albinism and Leprosy
- Launched LawWorks award winning research conducted on a pro bono basis by lawyers at Reed Smith LLP, Amazon and Bank of America on any mention of disfigurement in disability or equality laws in 16 different countries where we have representation with a view to supporting our members to better understand the legal context in their countries. These tables have been published for Australia, Bangladesh, Belgium, Canada, Costa Rica, Czech Republic, France, Germany, India, Nepal, Mexico, Nicaragua, South Africa, Taiwan, UK, USA.

Carolyn Pepper of Reed Smith, “We have conducted a number of pro bono projects with FEI over the years in support of the vital work that they do to tackle discrimination. In Europe alone, an estimated 10 million people live with an appearance that sets them apart from the norm. We are so pleased that this research is making a tangible difference to FEI’s work and we are enormously grateful for the skilled legal teams that worked with us at Bank of America and Amazon to complete the project.”

2. Grow an Empowered and Informed Community of Organisations, Activists and Allies

“Thank you FEI, after connecting with your elite platform, I am able to accept myself totally. I will never hide my skin but learn to live in peace.”

- We brought together 54 people from 7 different countries at our annual members Forum in Bristol at the Centre for Appearance Research.
- All attendees reported that as a result of attending the Forum they had increased knowledge of the issues experienced by the FD community and were able to share news, ideas and experiences with others, with ‘meeting face to face’ as the dominant component which members found beneficial.

“The expert by experience talk was really useful and brought up issues I hadn’t considered before.”

- We began a consultation with four different stakeholder groups interested in being involved in the FEI Alliance; individual activists, non-profits (existing members), professionals with lived experience in relevant fields, grassroots groups. It’s likely that the findings will lead to new membership tiers and ensuring our supportive programming reaches the most underserved and underrepresented groups and individuals.

3. Eliminate Stigma

- Our My Face is a Masterpiece campaign launched in May of this year, with a focus on using art and creativity as a tool for social good. This campaign reached 2 million people, providing a mechanism for activists and organisations across the globe to hold exhibitions, to amplify art that depicts disfigurement and to establish relationships with artists that have lived experience.
- Our partnership with Sephora in line with International Face Equality Week involved a campaign featuring six people with facial differences which was shown across our joint communications channels reaching millions and was displayed on screens in stores across the UK. This led to multiple in store events throughout the year to welcome members of the community. The beauty space has historically excluded those with diverse appearances and so this campaign was met with appreciation from our stakeholders for challenging this narrative. *'I am so impressed with this campaign. This is an important topic that affects so many people on a deep level.'*
- We also disseminated a Halloween campaign in partnership with Sephora titled 'Fear No Face' which sought to tackle the use of makeup to mimic and mock facial differences during Halloween. Again, with many of our community reporting how triggering this time of year can be, with many feeling ostracised, this campaign was met with deep appreciation.
- Our online audiences grew by 86% across the year, reaching more new people across the globe than ever before.

4. Grow a Sustainable Organisation

- In January we hired our first Fundraising Manager, to focus on community and partnerships. This enabled us to grow across several different income streams; individual and regular giving, corporate partnerships, match giving campaigns, merchandise sales, online fundraisers and challenge events.
- Our team has grown from two to five this year, enabling us to grow our internal capacity and expertise to address areas where our community faces challenges. The team now consists of: CEO, Head of Policy and Education, Campaigns Manager, Fundraising Manager, Digital Communications Officer.
- We have had a successful year with institutional income generation, whilst also piloting a workplace training programme to generate commercial income for FEI.
- Our end of year Big Give Match funded campaign featured seven worldwide activists, sharing their stories on issues impacting their lives on a daily basis. This raised £4,000.

Financial Review – Treasurer’s Statement

The original annual budget for 2024 was exceeded in Q1 with thanks to successful grant applications. At this point, we put together a reforecast for income and expenditure for the remainder of the year, building in additional salary and project costs in line with grant budgets and impact measures for each project and the respective fund it was tied to.

Overheads are kept under strict control, with costs exceeded budget being reviewed and approved by the Board.

Reserve Policy

The trustees have established a reserves policy to ensure the charity can continue to meet its objectives and obligations in the event of unforeseen circumstances. The charity aims to maintain free reserves equivalent to three months of core operating costs. This level is considered sufficient to cover essential expenditure such as staffing and key services. This policy is reviewed annually, and the trustees intend to ensure this policy is updated to allow for future growth plans.

As of the year end, the charity held £44,955 in free reserves. This is within the region of the target level, and the trustees will continue to monitor reserves regularly to ensure financial stability.

Fundraising Statement

Face Equality International is committed to its charitable objectives to benefit the global facial difference community. To meet the diverse needs of individuals and their families affected by disfigurement, we must fundraise via major donors, membership fees, individual donations and by any other means available to us.

2024 has been a positive year for institutional fundraising, with multiple successful grants and with new corporate partners broadening our reach and income. We have also started piloting a workplace training programme, whilst onboarding a fundraising manager to oversee community and partnerships.

Our commitment to fair, honest and transparent fundraising, in line with the fundraising regulator is stated across our communications. We hold in place the relevant policies to commit to ethical practice when it comes to anti-money laundering, anti-terrorism and anti-fraud practice as per our finance policy which informs our work, and the way we handle and account for our funds particularly when it comes to funds being transferred internationally.

We are particularly grateful to the small, growing network of individuals that have gifted FEI either financially, or with their time or expertise.

Special thanks goes to The Fore, The VTCT Foundation, The Persula Foundation, The Joffe Trust, Smile Train, The North Carolina Community Foundation, Sephora UK and Reed Smith LLP.

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the trustees' report and the financial statements in

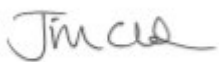
accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. 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 situation of the charitable company 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 apply them consistently.
- observe the methods and principles in the Charities SORP.
- make judgements and estimates that are reasonable and prudent.
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees of the charity on the 28th August 2025 and signed on their behalf by:



Jill Clark

Chair

Statement of Financial Activities for the Year Ended 31st December 2024

(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

		Unrestricted £	Restricted £	Total 2024 £	Total 2023 £
Income from:					
Donations and legacies	Note 2	25,963	2,549	28,512	6,519
Grants	Note 3	45,955	52,802	98,757	54,112
Memberships and other trading activities	Note 4	14,233	-	14,233	14,056
Total Income		86,151	55,351	141,502	74,687
Expenditure on:					
Raising funds	Note 5	15,403	465	15,868	11,000
Charitable activities	Note 6	69,766	18,165	87,931	72,110
Support Costs	Note 7	10,243	2,637	12,880	9,370
Total Expenditure		95,412	21,268	116,679	92,480
Net income/(expenditure)		(9,260)	34,083	24,823	(17,793)
Transfers between funds		-	-	-	-
Net movement in funds		(9,260)	34,083	24,823	(17,793)
Reconciliation of funds					
Total funds brought forward		54,215	3,844	58,059	75,852
Total funds carried forward		44,955	37,927	82,882	58,059

All of the charity's activities derive from continuing operations during 2024 as FEI registered in the UK

The notes on pages 19 to 26 form an integral part of these financial statements.

Balance Sheet as at 31st December 2024

	2024	2023
	£	£
Current assets		
Debtors		
Cash at bank and in hand	87,625	61,482
Total Cash at Bank	87,625	61,482
Total Current Assets	87,625	61,482
Creditors: Amounts falling due within one year	(4,743)	(3,423)
NET CURRENT ASSETS	82,882	58,059
Funds of the Charity:		
Restricted funds	37,927	3,844
Unrestricted funds	44,955	54,215
Total funds	82,882	58,059

The financial statements on pages 17 to 26 were approved by the trustees, and authorised for issue on 28th August 2025 and signed on their behalf by:

Jill Clark
Chair



Notes to the Financial Statements for the Year Ended 31st December 2024

Charity status

The charity is a charitable incorporated organisation, incorporated in England, and consequently does not have share capital. If the CIO is wound up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

The address of its registered office is:

13B Vicarage Road, Hampton Wick, Kingston Upon Thames, KT1 4EB

Note 1 - Accounting Policies

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Membership

Face Equality International is a membership charity, with membership open to any organisation, anywhere in the world with similar aims and objectives. Members contribute by paying a fee in January each year, based on their own charitable income.

Raising funds

These are costs incurred in attracting voluntary income, and primarily in the employment of a freelance fundraising consultant.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustee's meetings and reimbursed expenses.

Debtors

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

Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably

Note 2 Income from Donations and Legacies

	Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
	£	£	£	£
Donations and legacies:				
Appeals and Donations	25,963	2,549	28,512	6,520
Legacies	-	-	-	-
Gift aid reclaimed	-	-	-	-
Total	25,963	2,549	28,512	6,520

Notes to the Financial Statements for the Year Ended 31st December 2024

Note 3 Income from Grants

	Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
	£	£	£	
Grants from other charities	45,955	52,802	98,757	54,112
Total	45,955	52,802	98,757	54,112

Note 4 Income from Other Trading Activities

	Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
	£	£	£	£
Trading income:				
Subscriptions from Members	14,070	-	14,070	12,410
DEI Training	-	-	-	1,500
Interest Income	163	-	163	145
Total	14,233	-	14,233	14,055

Note 5 Expenditure on Raising Funds

Costs of generating donations and legacies	Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
	£	£	£	
Freelance Fundraising Consultant	15,343	465	15808	11,000
Other fundraising expenses	60	-	60	
Total	15,403	465	15,868	11,000

Note 6 Expenditure on Charitable Activities

	Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
	£	£	£	£
Project Delivery	2,397	3,406	5,803	1,486
Website Hosting	599	-	599	41
Staff Costs	65,158	13,677	78,835	57,300
Travelling Expenses	1,119	1,011	2,130	9,980
Other Travelling	-	-	-	3,104
Advertising & Marketing	492	71	563	198
Total	69,766	18,165	87,931	72,110

Note 7 Support Costs

	Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
	£	£	£	£
Audit, Accountancy & Bookkeeping fees	1,539	-	1,539	2,766
Bank Fees	394	-	394	488
Bookkeeping and Admin Support	2,240	-	2,240	1,533
Consulting	2,153	2,445	4,598	2,109
Insurance	253	-	253	541
IT Software and Consumables	765	-	765	995
Office Sundries	-	-	-	56
PayPal/Stripe/GoCardless Fees	140	4	144	107
Postage, Freight and Courier	61	-	61	-
Rent	1,307	-	1,307	-
Staff Training and Development	789	-	789	132
Subscriptions & Memberships	35	-	35	135
Subsistence	210	68	278	193
HR and related costs	359	-	359	9
Volunteer Expenses	-	120	120	285
Total	10,243	2,637	11,392	9,370

Governance

Trustee meeting expenses:

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any other benefits from the charity during the year.

Independent examiner's remuneration

Examination of the financial statements

FOC

Staff Costs

The aggregate payroll costs were as follows:

	2024	2023
	£	£
Staff costs during the year were:		
Wages and salaries	76,281	55,995
Pension Costs	1,620	1,305
Employers National Insurance	934	-
Total	78,835	57,300

The monthly average number of persons (including senior management team) employed by the charity during the year was three.

	2024	2023
Average number of persons employed	3	2

No employee received emoluments of more than £60,000 during the year.

Funds 2024

Funds	Balance at 1st Jan 2024	Incoming Resources	Resources Expended	Balance at 31st December 2024
	£	£	£	£
Unrestricted funds				
Core Funds	54,215	86,151	95,412	44,955
Restricted funds				
Awareness	49	-	-	49
Education	2,810	-	-	2,810
Events and Forum	-	6,189	3,652	2,537
Human Rights	-	15,000	-	15,000
International Face Equality Week	-	2,162	1,149	1,013
Reducing Stigma	984	-	-	984
Training	-	32,000	16,467	15,533
Total restricted funds	3,884	55,351	21,268	37,927
Total funds	58,059	141,502	116,679	82,882

Explanation of funds:

FEI has sought grant income for certain projects which correlate to strategic priorities. The headings above, 'Awareness', 'Education', 'Events and Forum', 'Human Rights', 'International Face Equality Week', 'Reducing Stigma', and 'Training' are all tied to funding priorities which enable us to seek project related income for areas of our work that appeal most to trusts and foundations or major donors.

Awareness

Since the outset of FEI's work in 2018, building a public profile has been essential to establishing our mission. Our annual International Face Equality Week campaign in May of each year is part of this work. The awareness fund enables us to attract financial support for activities that amplify and promote our mission, promote the charity, and build online audiences of activists and allies throughout the year, and as part of our annual campaign.

Education

Established in 2021 with FEI Guernsey, this fund was set up to support the launch and development of the FEI Education Hub, which to this day continues to be a unique, public-access library that pulls together expertise from across the sector to educate the general public, business, media and schools on how to make face equality a reality. New materials continue to be co-produced, translated and reviewed before being featured and disseminated.

Events and Forum

This fund also enables us to seek support and allocate funding for our annual members conference, The FEI Forum.

Training

With thanks to the VTCT Foundation, we received a grant for a pilot to build a workplace training programme.

Human Rights

As of May 2023, after an 18-month long consultation with members and communities, FEI sought to focus on positioning face equality as an independent equality and human rights issue. This involves both legal and social recognition specifically for the facial difference community. By conducting legal and policy research, inputting into international human rights agendas, and ensuring the voices of the facial difference community are heard, FEI will continue to gather support through funders that prioritise furthering the global human rights movement.

Reducing Stigma

Our first grant to reduce stigma was secured via FEI's founder member, Smile Train, in September 2023. This strategic priority incorporates all of the other strategic priorities as a method to reduce stigma, but the fund has a focus on globalising the campaign, and ensuring our work reaches communities in low to middle income countries, where stigma and superstition around disfigurement is documented as being the most extreme.

Independent Examiner's Report to the trustees of Face Equality International

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31st December 2024

Respective responsibilities of trustees and examiner

As the charity trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act'). I report in respect of my examination of the Charity's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Trust as required by Section 130 of the 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



Lisa Yeates, LJ Bookkeeping

Dated: 2nd September 2025

FACE EQUALITY INTERNATIONAL

England & Wales - Charity number 1198641

Accounts



FACE EQUALITY
INTERNATIONAL

Face Equality International

Charitable Incorporated Organisation

Annual Report and Financial Statements

For the year ended 31st December 2023

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IMPACT REPORT

2023



Face Equality International

MISSION & VISION

Our vision is for the global facial difference community to live freely, without indignity or discrimination.

In order to achieve our vision, our mission is to position face equality as a social justice movement.



THE ORGANISATION

After becoming a UK charity in April 2022, we've been focusing on establishing strong roots to becoming a financially and socially sustainable charity with global impact. By working as an Alliance of international non-profits, the movement is growing in capacity and reach all the time. With thanks to the Joffe Trust, we're now in the process of adapting the Alliance model to become more inclusive of grassroots groups and individuals.

REACH

International Face Equality Week 2023 and our 'We Will Not Hide' campaign reached 1 million people - more than ever before! We showed the campaign film at the United Nations Conference of State Parties for the Convention on the Rights of Persons with Disabilities. We took face equality to the UN for the second time with a panel of experts who represented the global experience of facial difference. IFEW 2024 will run from 13-19 May.

03

FUNDING

Despite constant challenges caused by the pandemic and the cost of living crisis, we've continued to minimise expenditure and generate income through a mixture of membership fees, grants and through the generosity of individual donors. To date, we've raised £69,000 in 2023.



05

THE FORUM

For the first time since 2019, we were able to hold our annual conference in person. We were kindly hosted by AboutFace Canada in Toronto with funding from Meta to cover our costs. With training and strategic planning sessions, we have strengthened our common purpose. The 2024 Forum will be in Bristol, UK on June 9th.



STIGMA & HUMAN RIGHTS

In May 2022 we set a strategic priority to gather research into human rights violations worldwide, and we've since interviewed over 50 people worldwide to gather a deeper understanding into stigma and human rights violations in low to middle income countries. In 2024 we will launch two reports that expose the extreme human rights violations experienced by the FD community in India, Nepal and Mexico.

06



IN THE MEDIA

2023 was the year when we finally got to cut through into the mainstream media, after years of failing to get any media attention. We made it into Forbes, EuroNews, NPR and ITV.

07



IN GOVERNMENT

The state of Michigan recognised face equality with a powerful speech from local senator Mallory McMorrow. All thanks to the incredible advocacy of community member Logan Zelenak.

08

COMMUNITY

We're committed to working effectively with the FD community by running empowering, inclusive campaigns that provide tools and resources for individuals to advocate for face equality on a local, national and international scale. The education hub on our website had 7.3k new users this year alone.

09



THANK YOU

Thank you to all of our donors and supporters. We're especially grateful to:

Smile Train, Dame Mary Perkins, The Joffe Trust, The Venik Trust, The Persula Foundation, The North Carolina Community Foundation, Future Faces, Meta and to each and every 'Friend of FEI' who makes a gift to us each month. You're making face equality a reality.

faceequalityinternational.org

Face Equality International is a UK registered charity no: 1198641

Chair's Introduction

Facial disfigurement continues to be an equality issue all too often overlooked by global society, and so the marginalised communities we exist to serve can feel neglected, especially in comparison to other growing social justice movements that have far bigger exposure in mainstream media.

This demonstrates the dire need for a dedicated charity like FEI that focuses in on the specific needs of people with appearance affecting conditions, worldwide. We are unique in nature, with a sense of agility that comes from our infancy as a charity. Together with our growing membership, we can address the gaps in support available to this community, and turn our attention to the societal, systemic, social challenges experienced by the facial difference community – of which, there are many.

2023 has been a year of considerable growth for FEI and the global Face Equality Movement. With our first full calendar year of activity as a UK charity, our small but mighty team of two part-time staff and two freelancers have been able to secure significant grant-funding to continue to support and grow our core work in supporting the Alliance and running International Face Equality Week, whilst piloting new and innovative projects and research such as, 'The Stigma Project'.

Despite the continued economic challenges facing UK charities, we have been able to retain our reserves through measured strategic and financial decision making.

It is with thanks to our longstanding supporters, be they donors, member organisations, individual advisers, activists and beyond, that we have been able to reach new communities in need of the sense of community, strength and empowerment that comes from being a part of the global face equality movement.

Jill Clark

Chair of the Board of Trustees

Date: 9th September 2024

Introduction

The Trustees are pleased to present their annual report together with the financial statements of the charity for the year ended 31st December 2023.

Why our work is needed

Facial disfigurement is a globally neglected human rights issue. 1 in 111 people have a disfigurement (a mark scar or condition affecting appearance) all of whom are subject to stigma, discrimination and exclusion in this modern, appearance-obsessed world where disfigurement means disadvantage.

There are no other organisations that exist to achieve social justice for people with facial disfigurements. This is why Face Equality International (FEI) was formed in 2018 as a Guernsey charity, before moving to the UK in 2022. FEI runs a growing Alliance of charities, whilst supporting organisations and the communities they support to campaign for change, ensuring a critical mass is devoted to ending injustice.

Although disability laws offer some protection to this community, legislation often falls short in protecting this sub-group of the disability umbrella. Across the globe, abandonment, infanticide and other human rights violations are prevalent in low-income settings, where poverty and disfigurement are inextricably linked. But this is an issue often swept under the carpet by global policymakers. For this reason, FEI is now a United Nations accredited NGO, inputting into the Convention on the Rights of Persons with Disabilities (CRPD) as the sole representative for the global facial difference community.

“Not all of us have big comms teams and expertise at our fingertips. Being part of a movement like this offers the strength and support that you'd get from a larger charity but with united smaller ones instead.”

- FEI Member Organisation

Statement of Trustees' Responsibilities

The Trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31st December 2023.

The Directors of the charitable company (the charity) are its Trustees for the purposes of charity law and throughout this report are collectively referred to as the Trustees. Their responsibilities include all the responsibilities of Directors under the Companies Acts and of Trustees under the Charities Act.

The Board of Trustees are satisfied with the performance of the charity during this period and with the position at 31st December 2023 and consider that the charity is in a reasonable position to continue and expand its activities in the coming year.

Aims and Objectives

Our charitable objectives are:

The promotion of equality and diversity for the public benefit by:

- a) The elimination of discrimination on the grounds of disability, and in particular on the grounds of facial or other physical disfigurements from any cause.
- b) Advancing education and raising awareness in equality and diversity and the special problems associated with disfigurement;
- c) Cultivating a sentiment in favour of equality and diversity.

In furtherance of that object but not otherwise, the trustees shall have power to engage in political activity provided that the trustees are satisfied that the proposed activities will further the purposes of the charity to an extent justified by the resources committed and the activity is not the dominant means by which the charity carries out its objects.

Summary of the activities and main achievements of the charity during the year

Strategic Objectives 2022/2023

1. Campaign for Face Equality as a Human Right
2. Grow an Empowered and Informed Community of Organisations, Activists and Allies
3. Eliminate Stigma
4. Grow a Sustainable Organisation

Key Impact Measures and Milestone Moments for Strategic Goals

1. Campaign for Face Equality as a Human Right

- Engaged in training and continued as TikTok Trust & Safety Partner in order to escalate reports of community guideline violations such as hate speech affecting the facial difference community.
- Met with UN Disability Committee Members for Mexico and Thailand.
- Attended the UN Disability Conference of State Parties in New York and delivered a side-panel event on the rights of persons with facial disfigurements.
- The Stigma Project involved meeting with 5 Government Officials in Nepal and one in Mexico.
- A member of FEI's Lived Experience Working Group was able to lobby the state of Michigan to recognise Face Equality Day, addressing the senate with an extract from our report on Face Equality as a Human Rights Issue. The state of Connecticut also recognised face equality week officially.

"The UN presentation really hit home and brought the mission to full focus for me." -
Attendee of UN Side Panel

2. Grow an Empowered and Informed Community of Organisations, Activists and Allies

- Ran first in person FEI Forum since 2019 with over 35 attendees from organisations across the globe. Hosted by AboutFace Canada at the McCarthy Tetrault offices in Toronto, the conference featured sessions from multiple member organisations, a training session from Meta, and a run-through of FEI's UN panel to be taken to the Conference of State Parties the following week. 95% of feedback was positive.
- International Face Equality Week 2023 reached 1.2 million on social media, leading to strategic partnerships with Same But Different CIC and Zebedee Talent.
- FEI featured in a full article in Forbes, devoted to explaining the movement and its intersection with disability rights.

"Face Equality International is doing amazing, important work in the facial difference community. From the FEI CEO to the partner organization and advocates, the passion and drive to change things for the better is evident. This is the organization to lead our alliance and bring about change for people with facial differences." - FEI member

3. Eliminate Stigma

- Field work conducted in India, Mexico and Nepal, interviewing adults and parents of children living with facial disfigurement on experiences of stigma, discrimination and human rights violations. Two reports to be published in early 2024.
- Personal accounts compiled into thematic analysis alongside accounts from charity workers, healthcare providers, social workers and government officials.
- We presented to the following organisations and conferences on our work and on the experiences of the FD community; Sightsavers, Publicis Group, Save the Children, Nepal Leprosy Trust Advocacy Group, the UN International Labour Organisation, the UN Conference of State Parties to the Convention on the Rights of Persons with Disabilities, the Kingston Academy, The Moebius Syndrome Foundation Conference, The American Cleft Palate Association, The International Conference on Stigma and LinkedIn UK.

"I'm constantly amazed at how much a difference FEI is making." - FEI member

4. Grow a Sustainable Organisation

- We secured our first multi-year grant from a The Joffe Trust, to support our ongoing commitment to human rights and reaching the FD community in LMICs.
- Market research along with a trial period of working with a Trusts and Foundations Consultant enabled us to create a role for a Community and Partnerships Fundraiser to join us in early 2024.
- The CEO has continued to seek professional development opportunities for the whole team, increasing competency in fundraising, marketing, strategic development and charity management.

Fundraising Statement

Face Equality International is committed to its charitable objectives to benefit the global facial difference community. To meet the diverse needs of individuals and their families affected by disfigurement, we must fundraise via major donors, membership fees, individual donations and by any other means available to us.

Outsourcing professional fundraising services in 2023 was a first for FEI, but a crucial step in understanding the most effective and appropriate sources of income for FEI in the future. Bringing fundraising expertise in house in 2024 will enable us to minimise cost and ensure income generation is embedded into FEI's mission in a way that is authentic to the movement.

Our commitment to fair, honest and transparent fundraising is stated on all of our donation communications, and we hold in place the relevant policies to commit to ethical practice when it comes to anti-money laundering, anti-terrorism and anti-fraud practice as per our finance policy which informs our work, and the way we handle and account for our funds particularly when it comes to funds being transferred internationally.

We are particularly grateful to the small, growing network of individuals that have gifted FEI either financially, or with their time or expertise. We are humbled by the enthusiasm and warm regard that many supporters have shown to our growing mission, and we share in the faith they have for the future potential of our work.

We are particularly thankful to the following individuals and organisations who have helped to sustain FEI in recent years, through many changes and difficulties in our first few years:

Smile Train USA,
Dame Mary Perkins,
Blake Tedder and the North Carolina Community Foundation,
The National Lottery,
The Richer Family and the Persula Foundation,
Cohaesus,
Geoff and Fiona Squire,
Reed Smith LLP
The Joffe Trust.

Financial Review

Statement of Trustees' Responsibilities

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

Company law requires the trustees to prepare financial statements for each financial year. 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 situation of the charitable company 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 apply them consistently.
- observe the methods and principles in the Charities SORP.
- make judgements and estimates that are reasonable and prudent.
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees of the charity on 9th September 2024 and signed on its behalf by:



Chair

Independent Examiner's Report to the trustees of Face Equality International

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31st December 2023

Respective responsibilities of trustees and examiner

As the charity's trustees of Face Equality International (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of Face Equality International are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as 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

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:

- accounting records were not kept in respect of Face Equality International as required by section 386 of the 2006 Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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 to enable a proper understanding of the accounts to be reached.

Independent Examiner



Lisa Yeates, LJ Bookkeeping

Dated: 17th May 2024

Statement of Financial Activities for the Year Ended 31st December 2023
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Unrestricted £	Restricted £	Total 2023 £	Total 2022 £
Income from:				
Donations and legacies	6,269	250	6,519	4,702
Grants	50,000	4,112	54,112	55,576
Memberships and other trading activities	14,056	0	14,056	187
Total Income	70,325	4,362	74,687	60,465
Expenditure on:				
Raising funds	11,000	0	11,000	4,300
Charitable activities	47,649	24,461	72,110	33,115
Support Costs	7,280	2,090	9,370	3,137
Total Expenditure	65,930	26,550	92,480	40,552
Net income/(expenditure)	4,395	(22,188)	(17,793)	19,913
Extraordinary terms	0	0	0	55,939
Transfers between funds	5,846	(5,846)	0	0
Net movement in funds	10,241	(28,034)	(17,793)	75,852
Reconciliation of funds				
Total funds brought forward	43,974	31,878	75,852	0
Total funds carried forward	54,215	3,844	58,059	75,852

All of the charity's activities derive from continuing operations during 2023 as FEI registered in the UK

The notes on pages 16 to 23 form an integral part of these financial statements.

Balance Sheet as at 31st December 2023

	2023 £	2022 £
Current assets		
Cash at bank and in hand	61,482	78,426
Total Cash at Bank	61,482	78,426
Prepayments	0	541
Total Current Assets	61,482	78,967
Creditors: Amounts falling due within one year	3,423	3,115
Net Assets	58,059	75,852
Funds of the Charity:		
Restricted income funds		
Restricted funds	3,844	31,878
Unrestricted income funds		
Unrestricted funds	54,215	43,974
Total funds	58,059	75,852

For the financial year ending 31st December 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small company's regime.

The financial statements on pages 14 to 23 were approved by the trustees, and authorised for issue on 9th September 2024 and signed on their behalf by:

Chair



Notes to the Financial Statements for the Year Ended 31st December 2023

Charity status

The charity is a charitable incorporated organisation, incorporated in England, and consequently does not have share capital. If the CIO is wound up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

The address of its registered office is:

13B Vicarage Road, Hampton Wick, Kingston Upon Thames, KT1 4EB

These financial statements were authorised for issue by the trustees on

Accounting Policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared 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) (effective 1 January 2015) - (Charities SORP) (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

Face Equality International 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 notes.

Going concern

The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e., whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment with respect to a period of one year from the date of approval of the financial statements.

Exemption from preparing a cash flow statement.

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Income and endowments

Voluntary income including donations, gifts and grants that provide core funding or are of a general nature is recognised when the Charity has entitlement to the income, it is probable that the income will be received, and the amount can be measured with sufficient reliability.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Membership

Face Equality International is a membership charity, with membership open to any organisation, anywhere in the world with similar aims and objectives. As at December 2023, there were 36 members. Members contribute by paying a fee in January each year, based on their own charitable income.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading those aggregate similar costs to that category. Where costs cannot be directly attributed to headings, they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income, and primarily in the employment of a freelance fundraising consultant.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustee's meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Trade debtors

Trade debtors are amounts due from customers for membership or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be

able to collect all amounts due according to the original terms of the receivables.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Employers NI

Discrepancy between Xero and HMRC regarding NI claimed for periods 1-4. Creditors of £5,111 include £1,688 confirmed Employers allowance claim HMRC have granted. Xero has not logged and applied on the payroll and journals.

Pensions and other post-retirement obligations

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £1305.49

Contributions totalling £260.35 were outstanding at the year end and are included in creditors.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Income from Donations and Legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Donations and legacies:			
Appeals and Donations	6,270	250	6,520
Legacies	-	-	-
Gift aid reclaimed	-	-	-
Total for 2023	6,270	250	6,250

Income from Grants

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Grants from other charities	50,000	4,112	54,112
Total for 2023	50,000	4,112	54,112

Income from Other Trading Activities

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Trading income:			
Subscriptions from Members	12,410	-	12,410
DEI Training	1,500	-	1,500
Interest Income	145	-	145
Total for 2023	14,055	-	14,055

Expenditure on Raising Funds

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Costs of generating donations and legacies			
Freelance Fundraising Consultant	11,000	0	11,000
Total for 2023	11,000	0	11,000

Expenditure on Charitable Activities

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Project Delivery	1,033	454	1,486
Website Hosting	41	0	41
Staff Costs*	42,495	14,805	57,300
Travelling Expenses – projects	1,497	8,483	9,980
Other Travelling	2,385	719	3,104
Advertising & Marketing	198	0	198
Total for 2023	47,649	24,461	72,110

* Includes Direct Pension and Employers NI

Support Costs

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Audit, Accountancy & Bookkeeping fees	2,766	0	2,766
Bank Fees	482	6	488
Bookkeeping and Admin Support	1,553	0	1,553
Consulting	87	2,022	2,109
Insurance	541	0	541
IT Software and Consumables	995	0	995
Office Sundries	56	0	56
PayPal/Stripe/GoCardless Fees	107	0	107
Staff Training and Development	132	0	132
Subscriptions & Memberships	135	0	135
Subsistence	140	53	193
Hospitality - Direct Cost	0	9	9
HR and related costs	285	0	285
Total for 2023	7,280	2,090	9,370

Governance

Trustee meeting expenses:

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any other benefits from the charity during the year.

Independent examiner's remuneration

Examination of the financial statements FOC

Staff Costs

The aggregate payroll costs were as follows:

	2023 £	2022 £
Staff costs during the year were:		
Wages and salaries	55,995	29,869
Pension Costs	1,305	678
Employers National Insurance	-	-

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

	2023	2022
Average number of persons employed	2	2

No employee received emoluments of more than £60,000 during the year.

Extraordinary Items

	2023 £	2022 £
Transfer of Funds from FEI LBG to Face Equality International	-	55,939

In FEI's annual report for 2022, the funds for the UK and Guernsey charities were reported separately. As they have been consolidated, they are reported here as a 2022 extraordinary item.

Transfer of Funds

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Management Costs from Restricted Grant	5,846	-5,846	0
Total for 2023	5,846	- 5,846	0

Funds

Funds	Balance at 1st Jan 2023 £	Incoming Resources £	Resources Expended £	Balance at 31st December 2023 £
Unrestricted funds				
<i>Core Funds</i>	43,974	76,171	67,930	54,215
Restricted funds				
Reducing Stigma	31,829	-5,846	24,999	984
Education	-	4,362	1,552	2,810
Human Rights	-	-	-	-
Awareness	49	-	-	49
Total restricted funds	31,878	-1,484	26,550	3,844
Total funds	75,852	74,687	92,480	58,059

Explanation of funds:

FEI has sought grant income for certain projects which correlate to strategic priorities. The headings above, 'Awareness', 'Education', 'Human Rights', and 'Reducing Stigma', are all tied to funding priorities which enable us to seek project related income for areas of our work that appeal most to trusts and foundations or major donors.

Reducing Stigma

Our first grant to reduce stigma was secured via FEI's founder member, Smile Train, in September 2022. This strategic priority incorporates all of the other strategic priorities as a method to reduce stigma, but the fund has a focus on globalising the campaign, and ensuring our work reaches communities in low to middle income countries, where stigma and superstition around disfigurement is documented as being the most extreme.

Education

Established in 2021 with FEI Guernsey, this fund was set up to support the launch and development of the FEI Education Hub, which to this day continues to be a unique, public-access library that pulls together expertise from across the sector to educate the general public, business, media and schools on how to make face equality a reality. New materials continue to be co-produced, translated and reviewed before being featured and disseminated. This fund also enables us to seek support and allocate funding for our annual members conference, The FEI Forum.

Human Rights

As of May 2022, after an 18-month long consultation with members and communities, FEI sought to focus on positioning face equality as an independent equality and human rights issue. This involves both legal and social recognition specifically for the facial difference community. By conducting legal and policy research, inputting into international human rights agendas, and ensuring the voices of the facial difference community are heard, FEI will continue to gather support through funders that prioritise furthering the global human rights movement.

Awareness

Since the outset of FEI's work in 2018, building a public profile has been essential to establishing our mission. Our marketing and digital communications is led by the Communications Officer, along with the annual International Face Equality Week campaign in May of each year. The awareness fund enables us to attract financial support for activities that amplify and promote our mission, promote the charity, and build online audiences of activists and allies throughout the year, and as part of our annual campaign.

The Organisation

Face Equality International (FEI) is a charitable incorporated company. The Directors of the charitable company ('the charity') are its Trustees for the purpose of charity law and within this report are collectively referred to as the Trustees.

Charitable Incorporated Organisation No, incorporated in England: 1198641

Trustees in 2023

Jill Clark, Chair

Shraman Ghosh, Secretary (elected May 2023)

Paul Wilden

Charlotte Venter

Henrietta Spalding

Andrew Jarvis

Henrietta Worthington

Registered Office:

13B Vicarage Road
Hampton Wick
Kingston Upon Thames
KT1 4EB

Bankers:

CAF Bank
25 Kings Hill Avenue
West Malling
ME19 4TA

Independent Examiner:

Name: Lisa Yeates of LJ Bookkeeping, 121 Chestnut Way, Burton, Christchurch, BH23 7LS

FACE EQUALITY INTERNATIONAL

England & Wales - Charity number 1198641

Accounts



FACE EQUALITY
INTERNATIONAL

Face Equality International

Charitable Incorporated Organisation

Annual Report and Financial Statements

For the year ended 31st December 2022

Independent Examiner: Silothabo Bango

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Introduction

The Trustees are pleased to present their annual report together with the financial statements of the charity for the year ended 31st December 2022

The Organisation

Face Equality International (FEI) is a charitable incorporated company. The Directors of the charitable company ('the charity') are its Trustees for the purpose of charity law and within this report are collectively referred to as the Trustees.

Charitable Incorporated Organisation No, incorporated in England: 1198641

Directors and Trustees, as at registration, 14th April 2022:

- Karlene Bell
- Charlotte Venter
- Tony Pickford
- Jill Clark
- Paul Wilden

From 11th May 2022:

- Jill Clark
- Charlotte Venter
- Paul Wilden
- Josephine Roy (to December 2022)
- Andrew Jarvis
- Henrietta Spalding
- Henrietta Worthington

Registered Office:

13B Vicarage Road
Hampton Wick
Kingston Upon Thames
KT1 4EB

Bankers:

CAF Bank
25 Kings Hill Avenue
West Malling
ME19 4TA

Independent Examiner:**Name:** Silothabo Bango**Address:** Flat 2 Armadale, Guildford Road, Woking, GU22 7UT

The Trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31st December 2022.

The Directors of the charitable company (the charity) are its Trustees for the purposes of charity law and throughout this report are collectively referred to as the Trustees. Their responsibilities include all the responsibilities of Directors under the Companies Acts and of Trustees under the Charities Act.

Face Equality International became a UK registered CIO on 14th April 2022, having originally been formed in Guernsey and registered as a charity in Guernsey, and therefore these accounts only represent a partial financial year.

The Board of Trustees are satisfied with the performance of the charity during this period and with the position at 31st December 2022 and consider that the charity is in a reasonable position to continue and expand its activities in the coming year.

Aims and Objectives

Our charitable objectives are:

The promotion of equality and diversity for the public benefit by:

- a) The elimination of discrimination on the grounds of disability, and in particular on the grounds of facial or other physical disfigurements from any cause.
- b) Advancing education and raising awareness in equality and diversity and the special problems associated with disfigurement;
- c) Cultivating a sentiment in favour of equality and diversity.

In furtherance of that object but not otherwise, the trustees shall have power to engage in political activity provided that the trustees are satisfied that the proposed activities will further the purposes of the charity to an extent justified by the resources committed and the activity is not the dominant means by which the charity carries out its objects.

Summary of the activities and main achievements of the charity during the year

Introduction

2022 has been an important year of growing and establishing Face Equality International (FEI) in the UK, with the vision to create a world free from discrimination and indignity for the facial disfigurement (FD) community.

Previously established in Guernsey in 2018 to bring together NGOs, charities, and support groups seeking to improve the lives of people with facial differences. FEI capacity builds, shares knowledge, and builds momentum for the global face equality movement. Founded by Dr James Partridge OBE, FEI is devoted to the facial disfigurement community, similar to the charity James set up in the UK in 1992, Changing Faces UK, where the face equality campaign was first pioneered.

Face Equality International was set up to represent a growing Alliance of worldwide NGOs and to globalise the face equality mission. Its founder members have served since the outset to provide strategic support via an advisory council which meets every six to eight weeks, in line with Board meetings, to consult upon strategy. This council is now onto its second cohort of members, now made up of representatives from Smile Train, Changing Faces UK, Changing Faces Channel Islands, AboutFace Canada, The European Cleft Organisation, The Many Faces of Moebius Syndrome, Sunshine Welfare Foundation and Phoenix Society for Burns Survivors.

We continue to recruit new members each year (currently at 36), and despite the financial difficulties facing charities across the world in light of the pandemic and economic uncertainties, we are still retaining members who pay annual fees to co-fund the international face equality movement and to support the costs attached to running our annual members conference and International Face Equality Week.

FEI continues to operate entirely remotely, which benefits the international nature of the membership, and also enables the charity to reduce overhead costs and to reduce our environmental impact. Staff, Trustees and volunteers are predominantly UK-based, but member organisations are based across Europe, North America, Latin America, Asia and Africa.

The decision to move Face Equality International (FEI) and establish the organisation as a UK charity was largely driven by the CEO being UK based, and the increased funding opportunities available to UK charities. The application process began in August 2021, with registration being approved in April 2022. The extended waiting time caused significant difficulties with FEI's income generation which had been planned to be driven by UK fundraising activities, but we were able to sustain the charity's activities with the generous support of major donors who we contacted for support.

FEI's reserves have been retained, much of which were received as donations in memory of FEI's founder, James Partridge after his death in 2020. We have successfully been able to set these funds

aside and secure additional funding for ongoing charitable activities.

Thanks goes to the Trustees that have served on the Board since 2018 and enabled the charity to move to the UK, where new Trustees joined FEI to bring their expertise and commitment to the Board. With the Chair, Jill Clark continuing to offer her leadership to the Board, the transition from Guernsey charity to UK charity has enabled us to ensure the continuity and integrity of FEI's unique and vital mission.

Why the world needs Face Equality International

We are the only charity, worldwide, that is devoted solely to addressing the inequality experienced by the global facial difference community. Without our work, the human rights of over 100 million people worldwide will continue to remain neglected.

There are [1 in 111 people in the UK living with a facial disfigurement](#) (FD) and an estimation of over 100 million people worldwide, all of whom are subject to [inequality, stigma and marginalisation](#). For anyone with a mark, scar or condition which affects facial appearance, this means being part of a disadvantaged community that constantly falls through the gaps, where disability laws and spaces do not adequately protect the facial difference community from [human rights violations](#). Until the conception of FEI in Guernsey in 2018 this issue remained invisible to global societies.

Here in the UK, [60% of people have experienced hostile behaviour from strangers](#) and over a third of people have been discriminated against in job applications. Children in [Ghana](#) are being banned from attending school for looking different and denied an education. [A study in Nigeria](#) revealed that a quarter of respondents wished their child with a cleft lip/palate had never been born. Organisations in India run surgical clinics in tandem with orphanages, because abandonment of children with disfigurements is so common.

Where our members focus on direct surgical or psychosocial intervention, we at FEI exist to protect the human rights of the FD community. By working with Alliance members, our vision is for the global facial difference community to live freely, without indignity or discrimination. In order to achieve our vision, our mission is to position face equality as a social justice movement.

Objectives

Campaigning for an equitable society, ensuring people with facial differences have freedom and choice to be seen and heard on their own terms.

We have now led four successful International Face Equality Weeks (IFEW). Each year FEI facilitates the co-production of a theme, a set of activities, and capacity builds by sharing template messaging and materials for members and beyond. We also run an annual conference to strategise, share knowledge, and provide training to meet the needs of members. Feedback from our November 2022 FEI Forum particularly praised the Influencing Strategy workshop. We look forward to finding out how they have put this learning into action in the months ahead.

'It was wonderful to see individuals/organizations in the facial difference community worldwide come together. There is power in numbers.' FEI member organisation.

FEI's digital IFEW campaign in 2022 made 1.01 million impressions, on one channel alone. Members saw

increased reach of 655%, with a collective average of 100 media pieces achieved each year. With tackling negative media representation consistently scoring as a top priority for the community, FEI now has a proven track record of positively influencing media professionals, in particular using its co-produced International Media Standard. Another 2022 highlight was our 'Face Equality is a Human Right report' being referenced in Victorian Parliament in Australia.

In January 2022, we became a TikTok community partner. Meaning we are now official partners of TikTok, Twitter, and Facebook. With their support we will end online abuse, marginalisation, and censorship.

Eliminating life-limiting stigma through education and community building

Through our growing multi-lingual education hub, we disseminate expert resources from the membership and beyond. The hub features tools for schools, businesses, media professionals, activists, parents and beyond. All of the tools are research-led, with a focus on lived experience, so that the community are seen and heard on their own terms. In its first month, the education hub was accessed by 5.5k new users and has now been accessed 52,000 times.

In September 2022, after successfully gaining funding from Smile Train, USA, FEI launched a pilot project to better understand and counteract disfigurement stigma in low to middle-income countries. This project will look to test existing interventions and develop a framework for new interventions to address stigma together with FEI partners and beyond.

Growing and amplifying an inclusive, empowered community of organisations and individuals devoted to campaigning for face equality.

We listen and learn from our global membership and the communities we exist to serve, with a growing lived experience working group made up of 25 international activists co-producing all our activity. 100% of our staff having either a disability or disfigurement and 50% of our trustees are members of the facial difference community.

"I'm an illustrator. I no longer design evil characters to have a stereotypical scar or facial difference. I started to design everyday characters with a facial difference and in the story, I don't explain or address why they look different." Education hub user.

We are committed to diversity, equity and inclusion across everything we do. From our internal team, to the members, and the communities we exist to serve. Recognising the impact of intersectionality on people with facial differences who are also from other marginalised communities is integral to informing our approach to face equality as a social justice issue, and how this aligns with other social justice causes. As our internal teams and audiences grow, FEI will be putting in place positive action initiatives to appeal to the communities we're not already reaching, and we aim to remove barriers for people from marginalised groups of any kinds to engage with FEI in any capacity. Our stigma project focuses on reaching underrepresented individuals and communities in the global south. By tracking the demographics of our online audiences, and setting specific targets to bring in more members from LMICs, we aim to diversify the community that FEI currently interacts with, and create a sense of equity and belonging for the facial difference community, and the allies we aim to engage.

Advocating for disfigurement to be recognised as an independent equality and human rights issue

In May 2022, with the support of corporate partners, Reed Smith LLP and Bank of America, we launched first of its kind research into the gaps in existing legislation in the UK, USA, Europe and under the UN Convention on the Rights of Persons with Disabilities. From this we disseminated factsheets for the community to

demystify laws, and to empower people to assert what limited rights do currently exist.

FEI attended the UN Human Rights Council to submit evidence of disfigurement discrimination. UN recognition was a strategic priority we set ourselves in 2018; this was achieved in 2022, as FEI is now an accredited NGO with UN consultative status. We have been invited to attend the UN again in early 2023 as the only organisation representing the global facial disfigurement community.

“On behalf of every child whom are just beginning their journey, I am personally grateful for all your hard work so that they and we will be in a better, equitable place literally all over the world.” - User of the factsheets

Growing a sustainable organisation

Funding, and limited internal resources remain a concern for the Trustees. In order to build the credibility of FEI as an Alliance devoted to the facial difference community, we must grow our internal capacity and expertise to best meet the diverse needs of this global community. For this reason, we are diversifying FEI's income streams, which was a big driver for our move to the UK.

In July 2022, we launched our first ever fundraising appeal to promote the set-up of the UK, and for the first time we were able to seek individual donations, and monthly subscriptions. We called this 'Friends of FEI'.

We recruited a fundraising consultant for a trial period, before committing to a three-month contract to set FEI up with research, strategy, and applications to trusts and foundations. FEI is a good fit for a funders seeking to support issues such as disability, human rights, disadvantaged groups and social justice. We are confident that as we continue to establish the credibility and financial stability of the charity, that we can grow our network of trusts and foundations that give to us on an ongoing basis.

Seeking external expertise is vital to growing our capacity and sustainability as an organisation. Our new monitoring and evaluation framework sets targets for the above strategic objectives to set out our plans for growing our audiences, our income, the membership, our internal expertise and our public profile. Seeking funding to cover the costs of this growth will continue to be the responsibility of the CEO, Trustees, Communications Officer, and external fundraising support.

Fundraising Statement

Face Equality International is committed to its charitable objectives as a means to benefit the global facial difference community. In order to meet the diverse needs of individuals and their families affected by disfigurement, we must fundraise via major donors, membership fees, individual donations and by any other means available to us.

After registering in the UK, we registered for the Fundraising Regulator and we actively support the Code of Fundraising Practice.

Our commitment to fair, honest and accountable fundraising is stated on all of our donation communications, and we hold in place the relevant policies to commit to ethical practice when it comes to anti money laundering, anti-terrorism and anti-fraud practice as per our finance policy which informs our work, and the way we handle and account for our funds particularly when it comes to funds being transferred internationally.

We are particularly grateful to the small, growing network of individuals that have gifted FEI either financially, or with their time or expertise both since our inception in Guernsey, and since registering in

the UK. We are humbled by the enthusiasm and warm regard that many supporters have shown to our growing mission, and we share in the faith they have for the future potential of our work.

We are particularly thankful to the following individuals and organisations who have helped to sustain FEI in recent years, through many changes and difficulties in our first few years:

The Richer Family and the Persula Foundation, Cohesus, Geoff and Fiona Squire, Reed Smith LLP, Smile Train USA, Blake Tedder and the North Carolina Community Foundation, The National Lottery and the Perkins Family.

Financial Review

In 2022 FEI moved from being a registered Guernsey charity to be a registered UK charity. Despite the difficulty caused by the long wait for approval, FEI has performed in line with budget in respect of core income of £60,107 and costs £41,937. It exceeded forecast project income with a £39,000 grant from Smile Train USA for the Stigma Project.

As a result of the mid-year move FEI accounts represent financial activity between registration in the UK and the 31st of December 2022.

A challenging but realistic budget has been set for 2023 which assumes overall income of £109,000 and costs of £82,000 with a carry-forward surplus at the year-end of £17,000.

Overheads are kept under strict control through carefully monitored monthly accounts.

The reserve policy adopted by the Board is three months of core overhead costs, £5k per month.

Financial Statement

Statement of Trustees' Responsibilities

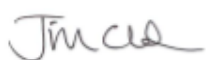
The trustees are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. 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 situation of the charitable company 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 apply them consistently.
- observe the methods and principles in the Charities SORP.
- make judgements and estimates that are reasonable and prudent.
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees of the charity on 12/04/2023 and signed on its behalf by:



Chair

Independent Examiner's Report to the trustees of Face Equality International

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31st December 2022

Respective responsibilities of trustees and examiner

As the charity's trustees of Face Equality International (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of Face Equality International are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as 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

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:

- accounting records were not kept in respect of Face Equality International as required by section 386 of the 2006 Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.

Silothabo Bango

Dated: 29/03/2023

Independent Examiner

Statement of Financial Activities for the Year Ended 31st December 2022
The stated Financial Activities began when all funds were transferred from FEI Guernsey, and thereby this first set of accounts represents financial activity as a UK CIO between registration date, 14th of April 2022 and the 31st of December 2022.

(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Unrestricted £	Restricted £	Total 2022 £
Income from:			
Donations and legacies	19,752	40,525	60,277
Memberships	187		187
Total Income	<u>19,939</u>	<u>40,525</u>	<u>60,464</u>
Expenditure on:			
Raising funds	4,300		4,300
Charitable activities	24,473	8,642	33,115
Support Costs	3,131	6	3,137
Total Expenditure	<u>31,904</u>	<u>8,648</u>	<u>40,552</u>
Net income/(expenditure)	(11,965)	31,877	19,912
Net movement in funds			
Reconciliation of funds			
Total funds carried forward	<u>(11,965)</u>	<u>31,877</u>	<u>19,912</u>

All of the charity's activities derive from continuing operations during 2022 as FEI registered in the UK, and from Face Equality International LBG, registered in Guernsey, as shown in the account.

The notes on pages 16 to 22 form an integral part of these financial statements.

Balance Sheet as at 31st December 2022

Current assets	2022 £
Cash at bank and in hand	78,426
Total Cash at Bank	78,426
Prepayments	541
Total Current Assets	78,967
 Creditors: Amounts falling due within one year	 3,115
 Net assets	 75,852
 Funds of the charity:	
Restricted income funds	
Restricted funds	31,877
Unrestricted income funds	
Unrestricted funds	(11,965)
Retained Earnings (transferred from FEI Guernsey)	55,939
Total funds	75,852

For the financial year ending 31st December 2022 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

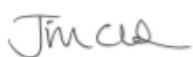
Directors' responsibilities:

The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small company's regime.

The financial statements on pages 10 to 20 were approved by the trustees, and authorised for issue on 12/04/2023 and signed on their behalf by:



Chair

The notes on pages 16 to 22 form an integral part of these financial statements.

Notes to the Financial Statements for the Year Ended 31st December 2022

Charity status

The charity is a charitable incorporated organisation, incorporated in England, and consequently does not have share capital. If the CIO is wound up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

The address of its registered office is:

13B Vicarage Road, Hampton Wick, Kingston Upon Thames, KT1 4EB

These financial statements were authorised for issue by the trustees on 12/04/2023.

Accounting Policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared 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) (effective 1 January 2015) - (Charities SORP) (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

Face Equality International 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 notes.

Going concern

The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e., whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment with respect to a period of one year from the date of approval of the financial statements.

Exemption from preparing a cash flow statement.

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Income and endowments

Voluntary income including donations, gifts and grants that provide core funding or are of a general nature is recognised when the Charity has entitlement to the income, it is probable that the income will be received, and the amount can be measured with sufficient reliability.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Membership

Face Equality International is a membership charity, with membership open to any organisation, anywhere in the world with similar aims and objectives. As at December 2022, there were 36 members. Members contribute by paying a fee in January each year, based on their own charitable income. In 2022, memberships were paid to Face Equality International LBG.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading those aggregate similar costs to that category. Where costs cannot be directly attributed to headings, they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income, and primarily in the employment of a freelance fundraising consultant.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustee's meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are

applied exclusively to charitable purposes.

Trade debtors

Trade debtors are amounts due from customers for membership or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post-retirement obligations

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £677.74.

Contributions totaling £247.43 were outstanding at the year end and are included in creditors.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Income from Donations and Legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Donations and legacies:			
Appeals and Donations	4,121	75	4,196
Legacies	-		
Gift aid reclaimed	0		0
Grants, including capital grants;			
Grants from other charities	15,000	40,450	55,450
Total for 2022	19,121	40,525	59,646

Income from Charitable Activities

	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£
Individual Memberships	631	0	631
Total for 2022	631	0	631

Income from Other Trading Activities

	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£
Trading income:			
Subscriptions from Members	187	0	187
Total for 2022	187	0	187

Expenditure on Raising Funds

Costs of generating donations and legacies	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£
Freelance Fundraising Consultant	4,300	0	4,300
Total for 2022	4,300	0	4,300

Expenditure on Charitable Activities

	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£
Conference Attendance	650	1,246	1,896
Website Hosting	347		347
Staff Costs*	23,476	7,396	30,872
Total for 2022	24,473	8,642	33,115

* Includes direct travelling expenses and Employers NI

Notes to the Financial Statements for the Year Ended 31st December 2022

Administration Costs

	Total Expenditure £
Audit & Accountancy	250
Bank Charges (including card processing fees)	199
Bookkeeping and Admin Support	1,155
IT software	638
Staff Training and Development	132
Subscriptions, Memberships and Professional Fees	85
Pension Costs	678
Total for 2022	3,137

Governance

Trustee meeting expenses:

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any other benefits from the charity during the year.

Independent examiner's remuneration

Examination of the financial statements	FOC
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Notes to the Financial Statements for the Year Ended 31st December 2022

Staff Costs

The aggregate payroll costs were as follows:

	2022 £
Staff costs during the year were:	
Wages and salaries	29,870
Pension costs	678
Other staff costs	0

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

	2022
Average number of persons employed	2

No employee received emoluments of more than £60,000 during the year.

Funds

Funds	Balance at 14 th April 2022	Incoming Resources	Unrestricted Fund Contribution from Grants	Resources Expended	Balance at 31 st December 2022
	£	£		£	£
Unrestricted funds					
<i>Core Funds</i>		19,939		31,904	(11,965)
Restricted funds					
Reducing Stigma		38,979		7,151	31,828
Education					
Human Rights		1,471		1,471	0
Awareness		75		26	49
Total restricted funds		40,525	0	8,648	31,877
Total funds		60,464	0	40,552	19,912

Explanation of funds:

FEI has sought grant income for certain projects which correlate to strategic priorities. The headings above, 'Awareness', 'Education', 'Human Rights', and 'Awareness', 'Reducing Stigma', are all tied to funding projects which enable us to seek project related income for areas of our work that appeal most to trusts and foundations or major donors.

Awareness

Since the outset of FEI's work in 2018, building a public profile has been essential to establishing our mission. Our marketing and digital communications, is led by the Communications Officer, along with the annual International Face Equality Week campaign in May of each year. The awareness fund enables us to attract financial support for activities that amplify and promote our mission, promote the charity, and build online audiences of activists and allies throughout the year, and as part of our annual campaign.

Education

Established in 2021 with FEI Guernsey, this fund was set up to support the launch and development of the FEI Education Hub, which to this day continues to be a unique, public-access library that pulls together expertise from across the sector to educate the general public, business, media and schools on how to make face equality a reality. New materials continue to be co-produced, translated and reviewed before being featured and disseminated. This fund also enables us to seek support for our annual members conference, The FEI Forum.

Human Rights

As of May 2022, after an 18-month long consultation with members and communities, FEI sought to focus on positioning face equality as an independent equality and human rights issue. This involves both legal and social recognition specifically for the facial difference community. By conducting legal and policy research, inputting into international human rights agendas, and ensuring the voices of the facial difference community are heard, FEI will continue to gather support through funders that prioritise furthering the global human rights movement.

Reducing Stigma

Our first grant to reduce stigma was secured via FEI's founder member, Smile Train, in September 2022. This strategic priority incorporates all of the other strategic priorities as a method to reduce stigma, but the fund has a focus on globalising the campaign, and ensuring our work reaches communities in low to middle income countries, where stigma and superstition around disfigurement is documented as being the most extreme.

Face Equality International LBG (Guernsey)

Income and Expenditure Account for the period ended 31 May 2022

	Unrestricted £	Restricted £	Year Ended 31 May 2022 £	Year Ended 31 May 2021 £
Income from:				
Charitable Donations	27,325	-	27,325	1,988
Memberships	14,117	-	14,117	13,713
Donations in Memoriam	-	-	-	44,932
Grants	-	4,275	4,275	10,965
Total Income	41,442	4,275	45,717	71,598
Expenditure on:				
Charitable activities	34,963	4,275	39,328	38,444
Support Costs	7,437		7,437	5,229
Total Expenditure	42,400	4,275	46,675	43,673
Net income/(expenditure)	(958)	-	(958)	27,925
Net movement in funds				
Reconciliation of funds				
Total funds carried forward	(958)	-	(958)	27,925

Balance Sheet as at 31 May 2022

	2022	2021
Current Assets		
Cash at bank and in hand	55,964	63,120
Debtors		125
Total Current Assets	55,964	63,245
 Creditors: Amounts falling due within one year	 (2,068)	 (4,116)
Unused Grants		(4,275)
Net assets	53,896	54,854
 Reserves		
Retained Earnings	53,896	54,854
Total Funds	53,896	54,854