



FACE EQUALITY  
INTERNATIONAL

# **Face Equality International**

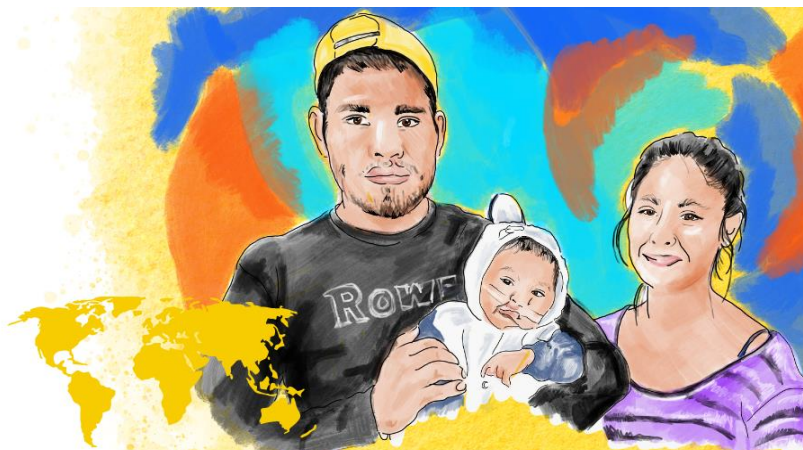
Charitable Incorporated Organisation

## **Annual Report and Financial Statements**

For the year ended 31<sup>st</sup> December 2023

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FACE EQUALITY  
INTERNATIONAL**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.



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## 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.

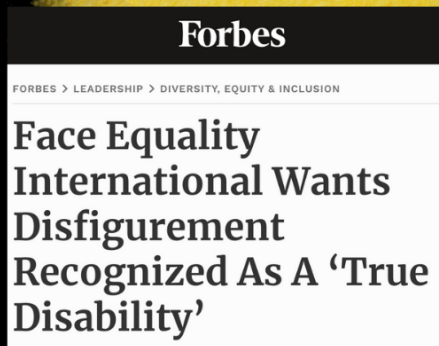
## 06



## 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.

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## 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.

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## 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.

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## 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: 9<sup>th</sup> September 2024

## Introduction

The Trustees are pleased to present their annual report together with the financial statements of the charity for the year ended 31<sup>st</sup> 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 31<sup>st</sup> 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 9<sup>th</sup> 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 31<sup>st</sup> 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: 17<sup>th</sup> 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 £
<b>Income from:</b>				
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
<b>Total Income</b>	<b>70,325</b>	<b>4,362</b>	<b>74,687</b>	<b>60,465</b>
<b>Expenditure on:</b>				
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
<b>Total Expenditure</b>	<b>65,930</b>	<b>26,550</b>	<b>92,480</b>	<b>40,552</b>
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
<b>Net movement in funds</b>	<b>10,241</b>	<b>(28,034)</b>	<b>(17,793)</b>	<b>75,852</b>
<b>Reconciliation of funds</b>				
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 31<sup>st</sup> December 2023

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

For the financial year ending 31<sup>st</sup> 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 9<sup>th</sup> September 2024 and signed on their behalf by:

Chair



## Notes to the Financial Statements for the Year Ended 31<sup>st</sup> 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	-	-	-
<b>Total for 2023</b>	<b>6,270</b>	<b>250</b>	<b>6,250</b>



## Notes to the Financial Statements for the Year Ended 31<sup>st</sup> December 2023

### Income from Grants

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

### 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
<b>Total for 2023</b>	<b>14,055</b>	<b>-</b>	<b>14,055</b>

### Expenditure on Raising Funds

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

## 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
<b>Total for 2023</b>	<b>47,649</b>	<b>24,461</b>	<b>72,110</b>

\* 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
<b>Total for 2023</b>	<b>7,280</b>	<b>2,090</b>	<b>9,370</b>

## 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
<b>Total for 2023</b>	<b>5,846</b>	<b>- 5,846</b>	<b>0</b>

## Funds

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

## **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

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### Independent Examiner:

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