

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.

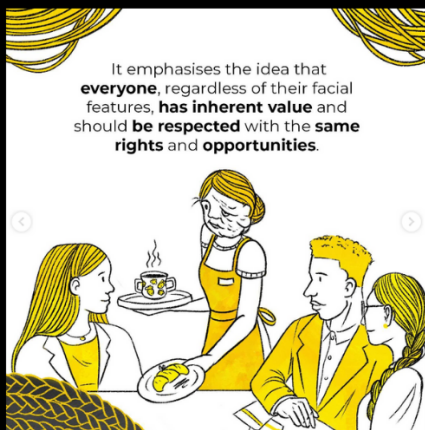
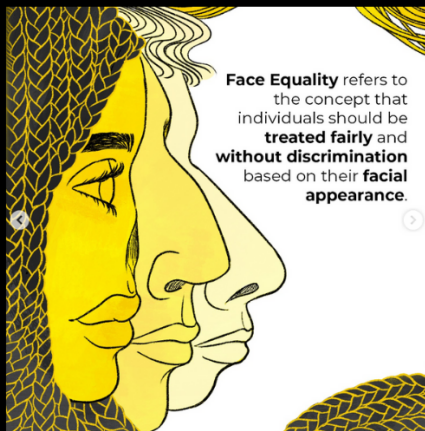
100%

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

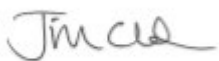
accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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