

EQUALITY TOGETHER

England & Wales · Charity number 700084

Details

Other names	BRADFORD DISABILITY SERVICES LIMITED, BRADFORD DISABILITY SERVICES LTD, DISABILITY ADVICE BRADFORD, DISABILITY EQUIPMENT BRADFORD
Status	Registered
Legal form	Charitable company
Company number	02221536
Registered	1988-04-15
Register	View on the Charity Commission register

Contact

Address	Equality Together Manningham Mills Community Centre The Silk Warehouse Lilycroft Road Bradford BD9 5BD
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Email	enquiry@equalitytogether.org.uk
Website	www.equalitytogether.org.uk

Activities

Objects: THE OBJECTS ARE RESTRICTED TO THE FOLLOWING FOR THE BENEFIT OF THE PUBLIC: 1.1 TO PROVIDE THE RELIEF OF ALL PEOPLE WHO BY REASON OF THEIR DISABILITY, AGE, INFIRMITY, SICKNESS, SOCIAL OR ECONOMIC CIRCUMSTANCES, CARING RESPONSIBILITIES, OR WHO ARE SOCIALLY EXCLUDED FOR OTHER REASONS, FACE BARRIERS TO ACCESSING, OR HAVE A NEED OF, HEALTH, SOCIAL CARE OR OTHER RELATED COMMUNITY SERVICES; AND 1.2 TO PROMOTE EDUCATION AND PROVIDE INFORMATION, ADVICE, SUPPORT AND TRAINING, WHICH WILL ENABLE SUCH PEOPLE TO: 1.2.1 RESPOND TO ISSUES OF CONCERN AND INTEREST RELATED TO THEIR CARE 1.2.2 HELP THEM TO MEET THEIR NEEDS; AND PARTICIPATE MORE FULLY IN SOCIETY AND MORE SPECIFICALLY WITHIN THEIR LOCAL COMMUNITIES

Activities: OFFERS FREE AND IMPARTIAL ADVICE AND INFORMATION TO DISABLED PEOPLE, THEIR CARERS AND FAMILIES IN THE BRADFORD METROPOLITAN DISTRICT ON BENEFITS,

EQUIPMENT,PARKING, TRANSPORT, EMPLOYMENT, EDUCATION,LEISURE, HOUSING AND HOLIDAYS. PROVIDES SHORT-TERM WHEELCHAIR AND DISABILITY EQUIPMENT HIRE.

Classification

- **How:** Makes Grants To Individuals, Provides Advocacy/advice/information
- **What:** Disability, The Prevention Or Relief Of Poverty
- **Who:** Elderly/old People, People With Disabilities

Geography

- **Area of benefit:** BRADFORD
- Bradford City
- Calderdale
- Kirklees
- Leeds City
- North Yorkshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,210,704	£1,262,241	£28,753	29
2024-03-31	£1,448,201	£1,511,743	£80,290	33
2023-03-31	£1,287,765	£1,190,724	£143,832	22
2022-03-31	£990,336	£1,008,338	£46,791	19
2021-03-31	£846,136	£859,772	£64,793	14

Trustees

Name	Role	Appointed
Alvin Adey		2014-01-03
Jenny Scott		2019-01-24
Lynn Asquith		2015-06-04
Mohinder Singh Chana		2020-11-05
Susan Crowe		2022-10-26

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England & Wales - Charity number 700084

Accounts

EQUALITY TOGETHER

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

Company Registration No. 02221536 (England and Wales)
Charity Registration No. 700084

EQUALITY TOGETHER

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Susan Crowe - Chair Alvin Adey - Vice Chair Jenny Scott Lynn Asquith Mohinder Singh Chana
Senior management team	M Nicholson (Chief Executive Officer) C Elliott J Griffiths J Marples
Charity number	700084
Company number	02221536
Principal address	Manningham Mills Community Centre The Silk Warehouse, Lilycroft Road Bradford BD9 5BD
Registered office	Manningham Mills Community Centre The Silk Warehouse, Lilycroft Road Bradford BD9 5BD
Auditor	Alison Whalley FCA Azets Audit Services Ltd Carlton House Grammar School Street Bradford BD1 4NS
Bankers	Barclays Bank Plc 10 Market Street Bradford BD1 1EG

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Introduction

The trustees present their annual report and accounts for the year ended 31st March 2025.

2024/2025 has been a most challenging year for our organisation and the VCSE sector resulting from the economic pressures faced by both Bradford Metropolitan District Council and Bradford District & Craven Health Care Partnership, which has resulted in either the loss or reduction in funding for several of our operational projects. The Board of Trustees acknowledge the achievements made by the organisation throughout what has been a very challenging year.

The Board of Trustees have overseen the ongoing performance of all services, ensuring that they are maintained and delivered to high standard through this period of considerable change because of the ever-increasing economic challenges facing society and are fully satisfied by the quality-of-service provision and outcomes for service users.

The position at 31/03/2025 reflects continued hard work undertaken by the Trustees, Senior Leadership Team, Staff and Volunteers to secure commissioned grants and contracts into 2025/2026 and beyond. This has been because of an extremely focused and productive programme of service provision, delivery and cost savings. Our performance achievements reflect our continuing commitment to collaborative working with other like-minded organisations and agencies.

The charity can continue to deliver its activities during the coming year but seriously recognises the need for a more significant programme of change to ensure the short to medium term sustainability of the organisation as a result of the constant challenges due to the economic climate and the savings that are having to be made by our statutory funders which will be our main priority. The charity's assets are adequate to fulfil its obligations, although trustees are aware of the need to increase these to provide a stronger element of protection within the current economic climate.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's Memorandum and Articles of Association, the Companies Act 2006 and "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).

Objectives and activities

A Summary of the Objects of the Charity as set out in its Governing Document.

- a. To provide the relief of all people, primarily those who live in the area of Yorkshire, who by reason of their disability, age, infirmity, sickness, social or economic circumstances, caring responsibilities, or who are socially excluded for other reasons, face barriers to accessing, or have a need of, health, social care or other related community services.
- b. To provide information, advice, support and training, which will enable those people to respond to issues of concern and interest directly related to their care or to help them meet their needs and participate more fully in society and more specifically within their local communities.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Public Benefit

The Board of Trustees have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

The objective of the charity is to enable people with disabilities living in the Bradford Metropolitan District to achieve a high quality of life and to help them to help themselves to take up some of the same opportunities that non-disabled people have open to them in a modern and integrated society. We have achieved this by continuing to offer free high quality and professional advice and information on welfare benefits, equipment for the needs of daily living within the home, Blue Badge parking, transport issues, education, employment, sport and leisure facilities, housing, health services, volunteering and holiday planning. We assist disabled people, through the provision of information, signposting or advice/representation, to obtain their statutory rights and benefits, and to improve their opportunities and living standards. We have developed a website of useful information for disabled people in the Bradford District and ensure that our service remains free at the point of delivery. In so doing we have served the following charitable purposes described in the Charities Act 2011:

- The prevention or relief of poverty
- The advancement of health
- The relief of those in need, by reason of youth, age, ill-health, disability, financial hardship or other disadvantage

Activities and Services

At: 31 March 2025 Equality Together employed twenty-five paid workers and over thirty active volunteers.

1. Administration
2. Complex Needs Welfare Advice
 - Lot One Complex Needs Welfare Advice
 - Reaching Inequalities in City Welfare Advice (Ended 30.09.24)
 - Annette Fox Leukaemia Research Fund (Ended 30.09.24)
 - Bradford Foodbanks Financial Inclusion Project
 - Wellbeing Network Welfare Advice
 - Disability Information & Advice
3. Self & Group Advocacy
 - Self- Empowered Support, Peer Support & Group Advocacy (Ended 30.09.24)
 - Voice Advocates (Commenced 01.10.24)
4. Health & Wellbeing
 - Alternatives to Respite "HoliBreak+"
 - Our Lives Our Way "Bradford Innovation Fund Project" (Ended 31.05.24)
 - Manningham Wellbeing Hub
 - Manningham Mills Youth Group
5. Independent Living Services
 - Live, Well & Safe (Equipment Demonstration Centre)
 - Live Well & Safe Retail (Social Enterprise Project)
 - Sensory Needs Project
 - Bradford District Charity for Visually Impaired People Grant Program
6. Training
 - CERTA Training Centre (Ended 30.09.24)
7. The Co-Production Partnership
 - BMDC Service User Engagement
8. Manningham Mills Community Hub
9. The Role and Contribution of Volunteers

1. Administration

- a. Reception – Was until 31.01.25 responsible for the operation and effective of running of the reception area, including all incoming telephone calls, providing effective first contact and support, volunteers also support the work of the reception team.
- b. Administration Support – a part time administration assistant was responsible for monitoring, compiling records, group advocacy and support to the Board of Trustees.

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

2. Complex Needs Welfare Advice

a. Complex Needs Welfare Advice

Specialist and generalist advice about the wide range of state benefits available to disabled people or people with long term health conditions that come under the criteria of "Complex Needs" as defined within the commissioned contract with Bradford Metropolitan District Council (BMDC).

Our service is primarily delivered remotely as designated within the grant commissioning agreement by digital platforms of web chat, WhatsApp & Zoom as well as telephone and email support and some direct face-to-face engagement with service users

b. Reaching Inequalities in City Welfare Advice Project

Specialist and generalist advice service in relation to benefits available to vulnerable people directly referred by the Community Connectors, operating fourteen (14) hours per week, this is a sub-contracted service via Bradford VCS Alliance funded by NHS England through Bradford District & Craven Health Care Partnership (formally Bradford City & Bradford District Clinical Commissioning Groups).

After five years of service delivery Bradford District & Craven Health Care Partnership made the decision in early April 2024 not to continue funding for the project as from 1st October 2024.

c. Annette Fox Leukaemia Research Fund Welfare Advice Project

Funded since January 2015, this dedicated project that provides patients suffering from Leukaemia or blood disorders, carers and their families, specialist, and generalist advice in relation to benefits, grants and money advice.

After ten years of service delivery The Annette Fox Leukaemia Research Fund made the decision not to continue funding for the project as from 1st October 2024.

d. Bradford Foodbanks Financial Inclusion Project

Funded by The Trussell Trust since April 2022, this dedicated project that provides individuals and families accessing Bradford Foodbanks (Central, North & Wyke) affected by the ongoing challenging economic crisis, specialist, and generalist advice in relation to benefits, grants, and money advice.

e. Wellbeing Network Welfare Advice Project

Specialist and generalist face-to-face advice service in relation to benefits available to vulnerable people directly referred by either Tony Wellbeing Hub & Manningham Wellbeing Hub, operating fourteen (14) hours per week, this is a sub-contracted service via Bradford VCS Alliance funded by Bradford District & Craven Health Care Partnership, Bradford Metropolitan District Council and Partnerships for People & Place.

f. The Disability Information & Advice Service

Provides both a signposting service to assist disabled people in finding help with reliable and reference checked support services throughout the district, as well as dedicated casework in relation to more focused issues within Health & Wellbeing.

g. Income Generated

Over the financial year of 2024/2025, Equality Together through provision within both Complex Needs Welfare Advice, The Annette Fox Leukaemia Research Fund Welfare Advice, Bradford Foodbanks Financial Inclusion, and the Wellbeing Network Welfare Advice Projects have successfully supported individuals (disabled people and carers that come under the criteria of complex needs) from across the District of Bradford to gain over £5,035,6494.39 of additional income, an increase of £330,304.48 on the previous year.

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

3. Self & Group Advocacy

a. Self-Advocacy - Empowered Support (Peer Support)

Primarily delivered by disabled people for disabled people our "Peer Support Workers" who are "Peoples with Direct Lived Experience" have supported and empowered clients over the past twelve months that face many complex situations within life. This service provides everyone with six sessions in which clients are supported to identify and prioritise issues and concerns then through a focused empowered approach find long term solutions.

Group Advocacy

The team works with disabled people, carers and other people who use a variety of health, housing & social care services. We work with people, using community development principles so that they can influence the improvement and development of the services they use, often working together with partners from the statutory sector. We also support people to come together to work influence change and campaign around issues that are important to them.

The groups we currently we facilitate, and support include: -

Disabled People's Action Group (formally the Disabled People's Forum)
Speakout Bradford & District (formally the Service Users Involvement Group)
Black Health Forum
Bradford Association of Visually Impaired People (BAVIP)
Creative Stroke Recovery Group
Men's Mental Health Group

After over twenty years of service delivery Bradford Metropolitan District Council made the decision in early April 2024 not to continue funding for the project as from 1st October 2024.

The Board made the decision to continue to provide a scaled down service for people with lived experience that sees the following being actively delivered by volunteer peer support workers supported by Equality Together Paid Staff: -

One-to-One Telephone Peer Support
Weekly Online Peer Support Group (Talk Together)
Disabled People's Action Group (formally the Disabled People's Forum)
Speakout Bradford & District (formally the Service Users Involvement Group)
Bradford Association of Visually Impaired People (BAVIP)
Creative Stroke Recovery Group
Men's Mental Health Group

b. Voice Advocates

A Pilot Project from 1st October 2024 until 31st March 2026 funded by Bradford Metropolitan District Council, sees Equality Together as the accountable lead in partnership with Bradford People First and Bradford Talking Media (BTM), to recruit, develop and support individuals with lived experience to become Voice Advocates. The project provides a dedicated training programme that has been co-designed and produced by people facing disabling barriers that enables the advocate to develop greater awareness, understanding, practical skills and balanced approach of being a Voice Advocate.

Once trained the Voice Advocate joins a dedicated pool of individuals/experts with lived experience who in turn will advocate on behalf of others providing their experience, insight, challenge and quality assurance into strategic working groups, forums and panels.

Over 80 people engaged in the project through a number of engagement events that lead to 24 individuals coming forward to undertake the training to become Voice Advocates.

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

4. Health & Wellbeing

a. Alternative to Respite (HoliBreak+)

Commissioned by Bradford Metropolitan District Council for three years commencing as from 01.02.2021, replacing two former funded programmes of the "Disabled Peoples Holiday & Recreational Support Service and The Carers Holiday Project".

Holibreak+ has delivered a completely new and fresh approach to respite provision for carers and disabled people. We have a comprehensive interactive website of UK & Worldwide destinations, accommodation and activities which provide choice for the individual. The delivery approach is a dedicated "Support Planning Service" that enables individuals in receipt of a personal budget or NHS Continuing Care budget with an amount built in for Respite Care, or a self-funder to find either a holiday, short break, day trip or activity.

b. Our Lives Our Way (Bradford Innovation Fund Project)

Commissioned by Bradford Metropolitan District Council for three years commencing as from 09.08.2020, this programme sees Equality Together as the lead and accountable organisation of a consortia including Bradford People First (BPF), Bradford Talking Media (BTM) and People First Keighley & Craven (PFKC).

This programme provides a perfect opportunity for people with disabilities to work together in an innovative new group to be supported to make their own choices and shape what they would like to do. In which we offer more tailored opportunities or alternative activities supported by their personal budgets, part of this project is to support the individual with life skills coaching and confidence boosting.

Our partnership project employs 4 part time staff (1 x project co-ordinator based with Equality Together plus 3 x part-time workers based at BTM, Bradford People First or People First Keighley & Craven) - each are disability trained and experienced programme workers who support people across the week using a mixture of 1 to 1 session's and within small working groups. Our approach is to use a varied range of accessible formats for people with lived experience of disability; in the aim of enabling them to explore their chosen areas of interest. Based upon previous findings from social worker surveys, could include employment opportunities- volunteering-social activities such as -cinema or socialisation, sporting activities- days out or clubs.

The opportunities are completely guided by the working groups, so this list is not exhaustive and are ultimately be steered by the wishes and wants of the participants.

Individuals are directly referred into the programme by social workers; everyone is assigned a dedicated programme to support their journey. The project has engaged and supported 56 individuals via a mixture of digital platforms (Zoom) as well in person one-to-one and working group sessions.

Our working groups sessions area focused upon: -

- Confidence & Capacity Building
- Trips & Travel
- Health & Wellbeing
- Employment
- Social Media & Vlogging

Bradford Metropolitan District Council made the decision in February 2024 not to continue funding for the project as from 1st June 2024.

c. Manningham Wellbeing Hub

The Wellbeing Network funding went through consultation period from April 2024, with changes being made to the funding from October 2024 which saw a significant reduction in services. Several Wellbeing Hub services were discontinued from October 2024 including, Carer Support, Domestic Abuse support, Drug and Alcohol support, Physical Health, Refugee support. On top of this, Shipley and Keighley Wellbeing Hub were closed, and City Wellbeing Hub became System Access Point.

This left 3 remaining, physical hubs, including ourselves Bradford West Wellbeing Hub (formally Manningham Wellbeing Hub), Bradford South Wellbeing Hub (formally Tong Wellbeing Hub) and Bradford East Wellbeing Hub (formally Thornbury Wellbeing Hub). Each of these hubs continue to provide 2 days per week of Welfare Benefits Advice and 1 day per week of Mental Health Support.

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Bradford West Wellbeing Hub staffing reduced from 5 members of staff to 3, seeing the role of Community Engagement worker (5 days per week) and Administration worker (2 days per week) being made redundant.

Throughout the changes to the service, we have continued to support clients, while working hard with our partners in the network and the VCS Alliance to rebrand, restructure and manage demand.

Although the funding for the Physical Health service was discontinued, we were successful in applying for funding through Sports England, which allowed us to deliver Dance2Fit Movement project from September 2024 – August 2025, which provided 2 Zumba classes per week from Manningham Mills Community Hub.

Total number of people engaged: 466.

We have supported 364 individuals on a one-one basis with a total of 434 cases and 1326 interventions.

These interventions do not include the one-to-one appointments held by Missing Peace our Mental Health provider.

20 individuals have engaged with our Men's Peer Support Group.

55 individuals engaged with the Dance2Fit Movement sessions.

27 individuals have engaged with our online Talk Together Peer Support Group

- Manningham Mills Youth Group

Our Youth Group, operated in partnership with Bradford Youth Service sees on average over **20+** young people attended this group each week. Undertaking a range of activities, with the group also exploring issues relating to poverty, community cohesion and mental health which are discussed and addressed via one-to-one and group Peer Support. We were able to secure funding to provide hot meals for the group, combined with access to wider service provisions for young people and their families.

5. Live Well & Safe (Independent Living Service)

- a. Equipment Demonstration Centre

The service provides an extensive range of aids, adaptations, and equipment to support the needs of disabled people or individuals suffering with a long-term illness/condition enabling more self-independence and control within their own environment.

To support the needs of disabled people, individuals with long term illness/condition or professionals in gaining greater awareness of aids, adaptations, and equipment that in turn will meet the needs of clients. "Gadget Roadshows" have been undertaken at various community group meetings, events, exhibitions, and conferences throughout the district.

- b. Live Well & Safe Retail Social Enterprise

Clients can see in action or trail physical or sensory needs aids, adaptations & equipment, purchases can be made via our own in-house sales team or signposted to another local dealer.

- c. Sensory Needs Project

Commissioned by Bradford Metropolitan District Council this service empowers and enables partly sighted and hearing-impaired individuals by the provision of information, advice and signposting plus providing practical one to one support regarding aids, adaptations, and equipment in relation to "Sensory Needs".

- d. Bradford District Charity for Visually Impaired People Grant Program

The purpose of the grant was to enable individuals with a visual impairment to apply for funding to purchase equipment or make small modifications to their home to reduce challenges they face with daily living due to their visual impairment and allow them to live more independently.

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

The project ran from November 2024 to November 2025.

The grant value was £60,000 and across the duration of the project we awarded a total of £50k in grant funding. The remaining monies will be recouped by the BDC.

Applications were invited for between £50 and £1000. If an individual required a piece of equipment that exceeded £1000 then they were able to either contribute the remainder themselves or seek additional funding from alternative sources. The grant was not means tested and was open to anybody within the Bradford District with a visual impairment. The project received a total of 72 applications, with only one being denied. Across the project 29 clients were awarded the maximum grant of £1000. Five clients had co-funding from other grant funds.

The equipment provided ranged from sensory games for a deaf/ blind child with severe learning needs, to laptops with specialist software to offer clients an increased level of independence with work and day to day living. Many clients opted to receive smartphones with specialist applications, and two clients were provided with cutting edge technology, AI glasses. Clients also successfully applied for kitchen equipment such as talking microwaves, again, giving them a greater level of independence.

Management and Administration

Equality Together received £10,000 for the management and administration of the project. At the beginning the project was overseen by an administrator and an Occupational Therapist and initially, the administrator was given one day per week for the project. The OT left in March 2025 and since that time the project has been managed solely by the administrator with SLT oversight. It has taken significantly more of the administrator's time than anticipated and if a similar project were to be considered in the future a more accurate assessment of the time involved would be needed.

Partnership working with Morley Street

A good working relationship was established with the team at Morley Street who were on hand to provide information when ET had queries around the suitability or appropriateness of equipment.

Demographic information

Clients ages ranged from 5 to 90 with most clients falling into the age range 26 to 64. Fifty-three percent of clients were female and 45% male. Applications were received from a range of ethnicities with many clients being either Pakistani (40%) or White British (36%).

Client Feedback

Feedback has been sought from clients, however at times this has been challenging to obtain. To-date formal feedback has been obtained from 11% of clients and we will continue to attempt to contact the remainder to ensure a statistically relevant sample size. Of the clients successfully contacted the feedback has been overwhelming positive with clients reporting high levels of satisfaction and all confirming increased level of independence. In addition to this there are anecdotal comments from many other clients thanking the fund or the support and citing improved independence.

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

6. Training

a. Certa Training Centre

As a recognised and accredited training centre for Certa, Equality Together has been exploring new areas of accredited training programs that will develop the skills and knowledge of students which in turn will enhance their individual employability opportunities or raise their personal confidence and aspirations.

b. Training Programmes

The organisation delivers a diverse range of training programmes in relation to: -

- Equality, Diversity & Inclusion
- Unconscious Bias
- The Equality Act
- The Care Act
- Disability Awareness
- Peer Support

Over the first two quarters of the financial year (01.4.24 to 30.09.24), we have engaged and trained **20** individuals.

Due to the loss of funding from Bradford Metropolitan District Council that resulted in the reduction of staff, our training programme was put on hold as from 1st October 2024, until further funding can be secured.

7. The Co-production Partnership

The Co-Production Partnership in Bradford aims to empower individuals with experience in adult social care to collaborate with decision-makers. It works with Bradford Council's Directorate of Adult Social Care and Health, service users, and providers across various sectors.

Structure and Accountability

The Partnership holds regular meetings with third sector organizations supporting disabled people, setting priorities and addressing social care issues. It operates through four workstreams: access to services, health, service evaluation, and neurodiversity & learning disabilities.

Highlights from 2024-2025

Access to Services

The workstream focused on improving service accessibility, including collaborating with Bradford Council on Changing Places Toilets and enhancing the PA register on the Connect to Support website. It also addressed discriminatory pricing for wheelchair-accessible taxis.

Health

Efforts were made to ensure equitable access to health services for disabled individuals. The Partnership worked with Bradford Teaching Hospital Trust on implementing 'Martha's Rule' and improving communication packs. It also evaluated the integration of health passports and contributed to the design of the new Emergency Department at BRI.

Service Evaluation

The Partnership collaborated with adult social care colleagues to facilitate user feedback through simple systems like 'smile or frown' and developed 'I statements' to enhance communication between service users and professionals.

Neurodiversity & Learning Disabilities

Engagement sessions were conducted to maximize participation in LD and ND strategies, ensuring the strategies reflect the needs of these communities.

Other Initiatives

The Partnership supported the recruitment of a disabled representative for the Health and Social Care Overview and Scrutiny Committee (HOSC) and assisted in awarding community support grants. A Q&A session with Iain MacBeath, Strategic Director of Adult Social Care and Health, was held, and the Partnership contributed to the consultation on changes to the ASC charging policy.

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Collaborations

The Partnership engaged with over 200 individuals and 35 organizations, working with various Bradford Council teams.

Challenges

Challenges included managing expectations and workload, late involvement in projects, and exclusion from HOSC discussions due to perceived conflicts of interest.

Conclusion

The report highlights the Partnership's commitment to co-production, addressing barriers, and ensuring meaningful participation in social care decision-making.

8. Manningham Mills Community Hub

Since taking over Unit 1 of the Silk Warehouse in June 2017, we have amended our approach of being a traditional community centre to a more interactive "Community Hub". In which we have fully embraced that our major driver is our local community stakeholders. We work jointly with our local community in the ongoing development of the hub ensuring that it retains local involvement and ownership.

For the community hub to be active, involved and responding to the needs and aspirations of our local community, we retained and introduced several new community trading projects in the aim to generate new income streams into the hub, these included: -

- Lister's Coffee Shop
- Event & Room Hire

We have continued to monitor and review performance of both community trading elements which has seen a significant and positive month-on-month increase in trading for Lister's Coffee Shop as result of the introduction of a new Catering & Hospitality Co-ordinator through both counter sales and event catering.

Our aim as previously reported is for Manningham Mills Community Hub (MMCH) to become a trading arm within the Equality Together Group, registering as a company limited by guarantee. Membership of the Board of Directors of MMCH will comprise of 2 trustees from Equality Together and 6 local stakeholder directors, who in turn will strategically and operationally manage MMCH hopefully as from April 2026.

9. The Role & Contribution of Volunteers

- a. Volunteers help make an appropriate and significant contribution to the work and service objectives of Equality Together (ET). They put their experience, knowledge, and skills at our disposal, free of charge, with the primary aim of helping us achieve our service objectives and thereby bring benefit to the local community. Each volunteer has a role description, outlining specific tasks, responsibilities, and reporting lines of the volunteer. All volunteers receive a planned induction to organisation and of the various services delivered within ET, regular supervision and support sessions, and positive feedback on their contribution. Volunteers lend support in many areas of the organisation's work: reception, welfare rights, and information services and within equipment demonstration centre. Dependent upon their requirements, they benefit from work experience in a busy office, training to most office skills, full travelling expenses, a pleasant and friendly team to work with, up to date PCs with word processing and database software, and the opportunity to contribute to a worthwhile cause.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Achievements and Performance of the Charity

- **Number of Individual New & Returning Clients: 3,719**
- **Number of New & Ongoing Cases (Interventions): 4,419**
- **Financial Gains for Clients: £5,035,6494.39**

Over the past twelve months we have continued to deliver a core range of services combined with exploring new areas of development that in turn will support the aims of objectives of the charity as well as provide additional and needed forms of income. Throughout the year this was made very clear that without additional new avenues of income generation, project funding being secured or in year savings, we were at risk of not having sufficient resources to meet our obligations to staff and those who use the services we provide. This has again brought into sharp focus because of the ongoing economic climate and the challenges that society is facing and the impact this may have on funding from the Public Sector. |

The profile of Equality Together has been again raised through the further development of all services within the organisation but also via networking in attending, supporting and leading various virtual and in person events throughout the year in relation to our core operations and the districts response to the ongoing challenges facing residents because of the economic crisis.

Client satisfaction and feedback is vital to the ongoing provision of services ensuring that they both meet the expectations of service users but are people centred. Feedback forms and surveys are sent to all our clients (service users), that highlights that most of our clients were more than happy with the service provided, across all departments and services delivered. No clients expressed dissatisfaction with the service. **5%** were very satisfied and **95%** satisfied. Many of our clients found that the information they received was easy to understand and that we were good at keeping them informed of progress. When asked if they would recommend our services to other people **90%** of clients said they were certain to, and **10%** said they were likely to.

We continue (subject to funding constraints) to distribute publicity leaflets to all clients, statutory service providers (local authority) community resource facilities, care homes, GP surgeries, hospitals, pharmacists, NHS Direct, local support groups, and organisations.

We have interactive websites, (including webchat) both for Equality Together and Holibreak+ which can be viewed, we can also be followed on social media i.e., Facebook, Instagram & Twitter: -

Websites:

<https://www.equalitytogether.org.uk> (including webchat)

<https://www.holibreakplus.org.uk>

Facebook:

<https://www.facebook.com/equalitytogether>

<https://www.facebook.com/holibreak+>

<https://www.facebook.com/1838ThriftStore>

Instagram:

<https://instagram.com/equalitytogetherbradford>

Twitter:

<https://www.twitter.com/EqualityTo>

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Financial review

Policies on Reserves

The Board of Trustees reviews the level of reserves held by the Charity on a regular basis as part of its governance, risk management, and financial planning responsibilities. In determining the appropriate level of reserves, the Trustees have regard to the Charity's operating model, contractual commitments, cashflow profile, and exposure to funding risk.

At the year end, the Charity's unrestricted free reserves, being funds not designated for specific purposes, stood at £11,253. The Trustees acknowledge that this represents a low level of reserves relative to the scale of the Charity's operations and that unrestricted reserves have diminished in recent years. The Trustees also recognise the cashflow challenges faced during the year and those anticipated in the period ahead.

The Trustees have set a long-term reserves target equivalent to approximately four months of core operating expenditure, currently estimated at £120,434. This level of reserves is considered sufficient to allow the Charity to manage temporary shortfalls in income, meet its obligations to staff and creditors, and, if required, facilitate an orderly wind-down of activities while alternative funding options are explored. The current level of reserves falls significantly short of this target.

In response, the Board has taken active steps to manage financial risk and improve resilience. These include the approval of a three-year financial forecast, the introduction of enhanced weekly and monthly cashflow forecasting, and ongoing scrutiny of expenditure and commitments. The Charity is also exploring further partnership and collaborative working arrangements aimed at strengthening its financial position, improving sustainability, and supporting the rebuilding of unrestricted reserves over time.

The Trustees recognise that rebuilding reserves will take time and is dependent on securing sustainable income streams. The reserves policy, including the target level and progress towards it, will be reviewed annually and more frequently where required, as part of the Charity's ongoing due diligence and financial oversight.

Availability and adequacy of assets of each of the funds

The board of trustees is satisfied that the charity's assets in each fund are available and adequate to fulfil its obligations in respect of each fund.

Principal funding sources and how expenditure in the year under review has supported the key objectives of the charity

The main sources of income have been from Bradford Metropolitan District Council and from Bradford District & Craven Health & Care Partnership. The charity also received/used funding from a number of independent charitable trusts. It also generated its own income, principally through room hire, lister's coffee shop, training, small equipment sales and wheelchair hire

Transactions and Financial position

The financial statements are set out on pages 9-30. The financial statements have been prepared implementing of the Statement of Recommended Practice for Accounting and Reporting by Charities issued by the Charity Commission for England and Wales (revised in October 2019).

The Statement of Financial Activities shows a total incoming resource of £1,210,704 (2024 £1,448,201) and a total resources expended of £1,262,241 (2024 £1,511,743), resulting in a deficit for the year of £51,537 (2024 - £63,542 deficit).

The total reserves at the year-end stand at £28,753 (2024 - £80,290).

Free unrestricted, undesignated reserves amounted to £11,253 (2024 - £23,796).

Designated funds amounted to £2,500 (2024 - £2,500).

The Trustees have assessed the major risks to which the Charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Strategic Plans for the Future

Financial Objectives

- Identify and implement ongoing cost savings across the organisation.
- Achieve a year-end financial position of breakeven or a controlled deficit not exceeding £20,000.
- Enhance internal systems and processes to align with organisational and statutory standards.
- Develop a plan for the effective allocation and distribution of income across Equality Together.
- Pursue and secure new funding streams to strengthen financial stability.
- Explore new investment opportunities to support long-term growth.

Operational and Business Planning

- Ongoing review of all organisational processes to ensure consistency in approach across Equality Together.
- Regularly monitor and update policies and procedures to maintain compliance, optimise effectiveness, and identify areas for improvement.
- Strengthen and expand the Equality Together brand for increased visibility and recognition.
- Develop a comprehensive marketing and communications strategy to establish Equality Together as a leading support provider in the local community.
- Continue collaborative efforts with partner organisations within funded programmes.
- Review external income generation streams, fundraising goals, and processes monthly to maximise opportunities.
- Conduct a skills assessment of all volunteers to ensure their skills are effectively utilised across the organisation.

Client Objectives

- Ensure all services are accessible, including through digital platforms, to meet client needs.
- Gather and analyse client feedback to inform service delivery and address emerging needs.
- Expand our person-centred approach, enhancing both remote and face-to-face engagement within communities.
- Support clients towards self-management of their needs through tailored services and support.

Volunteer Development

- Invest in volunteer recruitment, training, and development to strengthen the volunteer base.
- Enhance supervision policies to provide clear guidance and support for volunteers.

Staff Development and Support

- Strengthen mental health and well-being support initiatives for the staff team.
- Capture regular staff feedback on organisational changes to inform continuous improvement.
- Foster a positive, motivating work environment that encourages cultural change and team cohesion.
- Maintain and develop a single, unified team approach across the organisation.
- Ensure effective policies and procedures underpin all organisational activities.
- Implement a robust bi-annual appraisal system to meet organisational needs, including development and CPD opportunities for staff.

External Income Generation & Fundraising

- Develop a targeted fundraising strategy to increase income levels.
- Establish a strong base of residual income opportunities.
- Expand event offerings to engage SMEs, public sector organisations, and large corporates.
- Boost community engagement with regular small events, such as festivals, fairs, coffee mornings, and traditional seasonal events as part of core fundraising activities.

Governance Objectives

- Recruit new board members with expertise in finance, marketing, and client lived experience.
- Organise workshops on key topics such as risk management, customer feedback, and business planning to support informed governance and decision-making.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Structure, governance and management

The Charity is a company limited by guarantee and registered with the Charity Commission. The charitable company is governed by its articles of association dated 31 July 1987 and updated 6 July 2015.

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Susan Crowe - Chair

Alvin Adey - Vice Chair

Jenny Scott

Lynn Asquith

Mohinder Singh Chana

Andrew Ward

(Resigned 8 November 2024)

Stephanie Smith-Crawshaw

(Resigned 31 May 2024)

At each Annual General Meeting one third of the management committee retire by rotation and subject to eligibility may be re-elected.

None of the members of the board has any beneficial interest in the company. All of the members of the management committee are members of the company and guarantee to contribute £1 in the event of a winding up.

Indemnity insurance has been taken out during the year and is included in the insurance costs.

It is the Charity's aim to have a balanced board both in terms of skills and experience and also being representative of the client group using the service. It is the policy to have at least 51% of members with disabilities. This then informs recruitment to the board in terms of where and how the charity should advertise. The charity has a formal process for the recruitment, appointment and training of management committee members.

Overall responsibility for the running of the service lies with the Trustee Board, a body of no less than four and no more than twelve people, the majority of whom must have some form of disability. The Board of Trustees sets policy and direction for the organisation and meets bi-monthly. Urgent decisions can be taken by the Executive Sub Group (a sub group of the Board of Trustees, made up of Chair, Vice-Chair and Treasurer), which can meet at short notice when urgent decisions are required. Any action taken by this 'executive' committee must be reported to the full Trustee Board at the earliest opportunity.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

To support the smooth running of the organisation, two sub boards meet upon a bi-monthly basis in order to be able to consider in detail and comment on both the performance and financial position of the organisation:

- The Development & Performance Sub Board was chaired by Alvin Adey
- The Finance & Resources Sub Board was chaired by Andrew Ward
- The Performance Sub Board was chaired by Mohinder Singh Chana

This model of operation will be amended to the following format and will be maintained as part of the governance structure of Equality Together:

- The Development & Performance Sub Board to be chaired by Alvin Adey, with Mohinder Singh Chana as deputy chair.
- The Finance & Human Resources Sub Board to be chaired by Susan Crowe
- The Risk Register Committee to be chaired by Susan Crowe

The Chief Executive Officer (CEO) is responsible for all aspects of the day-to-day operational delivery and strategic development of the organisation, supported in turn by the Operations Manager (OM), Finance Manager (FM) and Community Trading Manager (TM) forming the Senior Leadership Team (SLT): -

- Mark Nicholson, Chief Executive Officer
- Jill Griffiths, Operations Manager
- Christopher Elliott, Finance Manager
- Judith Marples, Community Trading Manager

The Board of Trustees as part of its business has conducted its own risk review of the major risks to which the charity is exposed and is satisfied that systems are in place to minimise those risks.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime under the Companies Act 2006.

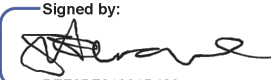
Auditor

Azets Audit Services were appointed as auditor to the company and a resolution proposing that they be re-appointed will be put at a General Meeting.

Disclosure of information to auditor

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The Trustees' report was approved by the Board of Trustees.

Signed by:

BEF3D701831B429
Susan Crowe - Chair

Trustee

Dated: 19 December 2025

EQUALITY TOGETHER

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2025

The Trustees, who are also the directors of Equality Together for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the Charity 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 Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

EQUALITY TOGETHER

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF EQUALITY TOGETHER

Opinion

We have audited the financial statements of Equality Together (the 'Charity') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees' report; or
 - sufficient accounting records have not been kept; or
 - the financial statements are not in agreement with the accounting records; or
 - we have not received all the information and explanations we require for our audit.
-

EQUALITY TOGETHER

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF EQUALITY TOGETHER

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities, the Trustees, who are also the directors of the Charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

EQUALITY TOGETHER

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF EQUALITY TOGETHER

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Signed by:

BC2221165F424D2...
Alison Whalley (Senior Statutory Auditor)
for and on behalf of Azets Audit Services

23 December 2025 | 14:48 GMT
.....

Chartered Accountants
Statutory Auditor

Carlton House
Grammar School Street
Bradford
BD1 4NS

Azets Audit Services is eligible for appointment as auditor of the Charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

EQUALITY TOGETHER

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total Unrestricted funds 2025 £	Restricted funds 2024 £	Total 2024 £
Income from:						
Donations and legacies	3	17,871	36,172	54,043	15,336	102,034
Income from charitable activities	4	77,764	1,037,708	1,115,472	78,764	1,290,622
Other trading activities	5	41,189	-	41,189	-	55,263
Investments	6	-	-	-	282	282
Total income		136,824	1,073,880	1,210,704	149,645	1,448,201
Expenditure on:						
Raising funds	7	-	-	-	36,488	36,488
Charitable activity expenditure	8	149,367	1,112,874	1,262,241	1,296,676	1,475,255
Total resources expended		149,367	1,112,874	1,262,241	1,333,164	1,511,743
Net expenditure for the year/ Net movement in funds		(12,543)	(38,994)	(51,537)	(34,608)	(63,542)
Fund balances at 1 April 2024		26,296	53,994	80,290	88,602	143,832
Fund balances at 31 March 2025		13,753	15,000	28,753	53,994	80,290

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

EQUALITY TOGETHER

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025		2024	
		£	£	£	£
Fixed assets					
Tangible assets	14		140,255		175,785
Current assets					
Stocks	15	6,190		5,355	
Debtors	16	90,754		83,369	
Cash at bank and in hand		5,511		18,854	
			102,455		107,578
Creditors: amounts falling due within one year	18	(213,957)		(203,073)	
Net current liabilities			(111,502)		(95,495)
Total assets less current liabilities			28,753		80,290
Income funds					
Restricted funds	20		15,000		53,994
<u>Unrestricted funds</u>					
Designated funds	21	2,500		2,500	
General unrestricted funds		11,253		23,796	
			13,753		26,296
			28,753		80,290

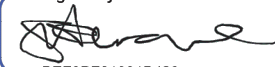
The notes on pages 22 to 39 form part of these financial statements.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 19 December 2025

Signed by:



BEF3D701831B429...
Susan Crowe - Chair
Trustee

Company registration number 02221536

EQUALITY TOGETHER

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	26		(57,742)		11,654
Investing activities					
Purchase of tangible fixed assets		(5,453)		(106,354)	
Investment income received		-		282	
Net cash used in investing activities			(5,453)		(106,072)
Net cash used in financing activities			-		-
Net decrease in cash and cash equivalents			(63,195)		(94,418)
Cash and cash equivalents at beginning of year			18,854		113,272
Cash and cash equivalents at end of year			(44,340)		18,854
Relating to:					
Cash at bank and in hand			5,511		18,854
Bank overdrafts included in creditors payable within one year			(49,850)		-

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

Equality Together is a private company limited by guarantee incorporated in England and Wales. The registered office is Manningham Mills Community Centre, Lilycroft Road, Bradford, BD9 5BD.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's [governing document], the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The Charity is a Public Benefit Entity as defined by FRS 102.

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

The accounts have been prepared on the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. In forming this judgement, the Trustees have given due consideration to the Charity's current financial position, including the level of unrestricted reserves and the cashflow pressures experienced during the year and anticipated in the period ahead.

The Trustees acknowledge that unrestricted reserves have diminished and that cashflow presents an ongoing management challenge. To address these risks, the Board has reviewed and approved a three-year financial forecast and has implemented enhanced cashflow monitoring through regular weekly and monthly cashflow forecasting. These forecasts reflect realistic assumptions around income, expenditure, and funding certainty, and are used actively to support decision-making and risk management.

In addition, the Charity is exploring and developing further partnership and collaborative working arrangements intended to strengthen financial resilience, diversify income streams, and bolster the Charity's long-term sustainability.

Taking these factors into account, and having regard to the mitigating actions in place, the Trustees are satisfied that it remains appropriate to adopt the going concern basis of accounting in the preparation of these financial statements.

1.3 Charitable funds

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

Designated funds comprise funds which have been set aside at the discretion of the Trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

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

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

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

1.4 Incoming resources

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

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

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

1.5 Resources expended

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

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 include central functions and are allocated to activity cost categories on a basis of employee hours split between the funds.

Grants payable are payments made to third parties in the furtherance of the charitable objectives. Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the Statement of Financial Activities once the recipient of the grant has provided the specific service or output.

Grants payable without performance conditions are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to the grant which remain in the control of the charity.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	
Short leasehold land and buildings	Over the life of the lease
Leasehold improvements	Over 10 years
Fixtures and fittings	25% straight line
Computers	25% straight line
Equipment Hire	20% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

1.7 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

1.9 Cash and cash equivalents

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

1.10 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

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

Basic financial liabilities

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

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

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

Derecognition of financial liabilities

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

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

1.11 Employee benefits

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

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

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due. Pension costs are allocated between funds based on employee hours.

2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

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

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total Unrestricted funds	Restricted funds	Total
	2025	2025	2025	2024	2024
	£	£	£	£	£
Donations and gifts	1,881	-	1,881	6,029	8,944
Grants	15,990	36,172	52,162	9,307	93,090
	<u>17,871</u>	<u>36,172</u>	<u>54,043</u>	<u>15,336</u>	<u>102,034</u>
Grants receivable for core activities					
NHS West Yorkshire ICB	-	-	-	-	2,250
The VCS Alliance	5,640	-	5,640	9,307	10,807
Department of Health and Wellbeing	-	-	-	-	6,856
The Clothworkers Foundation	-	-	-	-	42,800
Picton Medical centre	-	-	-	-	6,083
Bradford Children and Families Trust	-	-	-	-	2,500
Bruce Wake Charitable Trust	-	-	-	-	6,000
Department of Work and Pensions	-	-	-	-	3,119
Esmee Fairburn	-	34,172	34,172	-	5,699
Skipton Building Society	-	-	-	-	1,717
The Boshier-Hinton Foundation	-	-	-	-	760
The Craig Charity for Children	-	-	-	-	2,000
TSL Kirklees	-	-	-	-	2,499
Bowling Highfield Medical Practice	-	2,000	2,000	-	-
Bradford District Community Foundation	350	-	350	-	-
Community Action Bradford and District	1,500	-	1,500	-	-
Sovereign Health Care	3,500	-	3,500	-	-
The Harry and Mary Foundation	5,000	-	5,000	-	-
	<u>15,990</u>	<u>36,172</u>	<u>52,162</u>	<u>9,307</u>	<u>93,090</u>

EQUALITY TOGETHER
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

4 Income from charitable activities	Disability Advice and Information		Live Well and Safe		Alternative to Respite Care		Self and Group Advocacy		Well Being Network		Alternative to Respite Care		Self and Group Advocacy		Total	
	2025	£	2025	£	2025	£	2025	£	2025	£	2025	£	2025	£	2025	£
Sale of goods and services	24,646		-		-		24,646		-		-		-		37,843	
Grants	688,410		157,219		90,159		1,037,708		101,920		155,032		194,346		1,211,858	
Primary purpose trading	14,199		38,919		-		53,118		-		-		-		40,921	
	727,255		196,138		90,159		1,115,472		101,920		155,032		194,346		1,290,622	
Analysis by fund																
Unrestricted funds	38,845		38,919		-		77,764		-		-		-		78,764	
Restricted funds	688,410		157,219		90,159		1,037,708		101,920		155,032		194,346		1,211,858	
	727,255		196,138		90,159		1,115,472		101,920		155,032		194,346		1,290,622	

EQUALITY TOGETHER
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

	Disability Advice and Information		Live Well and Safe		Alternative to Respite Care		Self and Group Advocacy		Total 2025		Disability Advice and Information		Live Well and Safe		Alternative to Respite Care		Self and Group Advocacy		Total 2024		
	2025	£	2025	£	2025	£	2025	£	2025	£	2024	£	2024	£	2024	£	2024	£	2024	£	
4 Income from charitable activities	(Continued)																				
Performance related grants																					
BMDC	214,386		-		-		101,920		316,306		254,019		-		-		194,346		448,365		
A Fox Leukemia Research	17,046		-		-		-		17,046		34,092		-		-		-		34,092		
BMDC Innovation	19,500		-		-		-		19,500		128,135		-		-		-		128,135		
RIC Welfare Benefits Advice	13,110		-		-		-		13,110		25,512		-		-		-		25,512		
BMDC Live Well and Safe	-		58,409		-		-		58,409		48,138		37,259		155,032		-		240,429		
Manningham Youth Leader	2,323		-		-		-		2,323		25,552		-		-		-		25,552		
BMDC Alternative Respite	-		-		90,159		-		90,159		-		100,159		-		-		100,159		
The VCS Alliance	39,762		98,810		-		-		138,572		-		-		-		-		-		
Bfd City of Culture	31,926		-		-		-		31,926		18,750		-		-		-		18,750		
National Lottery COPE	123,729		-		-		-		123,729		103,053		-		-		-		103,053		
Co-production partnership	50,000		-		-		-		50,000		50,000		-		-		-		50,000		
Bfd Foodbank Welfare	37,811		-		-		-		37,811		37,811		-		-		-		37,811		
Community Partnerships	20,007		-		-		-		20,007		-		-		-		-		-		
Sport England	7,980		-		-		-		7,980		-		-		-		-		-		
Visually Impaired People Equipment Grant Scheme	70,000		-		-		-		70,000		-		-		-		-		-		
Voice Advocates	37,500		-		-		-		37,500		-		-		-		-		-		
The Craig Charity for Children	1,450		-		-		-		1,450		-		-		-		-		-		
Bfd West Area Co-ordinator's Office	495		-		-		-		495		-		-		-		-		-		
Douglas Arter Foundation	500		-		-		-		500		-		-		-		-		-		
The Barbara A Shuttleworth Memorial Trust	1,000		-		-		-		1,000		-		-		-		-		-		
	688,410		157,219		90,159		101,920		1,037,708		702,524		59,797		155,032		194,346		1,211,858		

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

5 Other trading activities

	Unrestricted funds	Unrestricted funds
	2025 £	2024 £
Room hire	41,189	55,263

6 Investments

	Unrestricted funds	Unrestricted funds
	2025 £	2024 £
Interest receivable	-	282

7 Raising funds

	Total	Restricted funds
	2025 £	2024 £
<u>Fundraising and publicity</u>		
Fundraising	-	36,488
	-	36,488

EQUALITY TOGETHER
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

8 Charitable activity expenditure	Disability Advice and Information		Live Well and Safe		Well Being Hub Network		Alternative to Respite Care		Total 2025	Disability Advice and Information		Live Well and Safe		Winter Pressures		Alternative to Respite Care		Self and Group Advocacy		Total 2024
	2025	£	2025	£	2025	£	2025	£	£	2024	£	2024	£	2024	£	2024	£	2024	£	£
Staff costs	339,426		40,683		73,354		67,061		520,524	315,127		34,382		87,933		55,272		57,041		549,755
Other staff costs	7,288		-		-		-		7,288	4,941		-		-		-		-		4,941
Volunteer costs	248		-		-		-		248	1,219		-		-		-		-		1,219
Project delivery	48,378		5,944		19,777		14,224		88,323	25,234		25,099		60,039		32,415		391		143,178
Consortium payments	232,066		-		-		-		232,066	236,739		-		-		-		115,596		352,335
Purchases	29,630		-		-		-		29,630	34,275		-		-		-		-		34,275
	657,036		46,627		93,131		81,285		878,079	617,535		59,481		147,972		87,687		173,028		1,085,703
Share of support costs (see note 9)	287,292		14,615		23,005		22,146		347,058	278,260		11,861		29,652		18,025		21,318		359,116
Share of governance costs (see note 9)	37,104		-		-		-		37,104	30,436		-		-		-		-		30,436
	981,432		61,242		116,136		103,431		1,262,241	926,231		71,342		177,624		105,712		194,346		1,475,255
Analysis by fund																				
Unrestricted funds	149,367		-		-		-		149,367	55,786		74,831		26,644		-		21,318		178,579
Restricted funds	832,065		61,242		116,136		103,431		1,112,874	870,445		(3,489)		150,980		105,712		173,028		1,296,676
	981,432		61,242		116,136		103,431		1,262,241	926,231		71,342		177,624		105,712		194,346		1,475,255

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

9 Support costs

	Support costs	Governance costs	2025	Support costs	Governance costs	2024
	£	£	£	£	£	£
Staff costs	111,692	-	111,692	106,739	-	106,739
Depreciation	40,982	-	40,982	31,919	-	31,919
Establishment costs	68,978	-	68,978	83,323	-	83,323
Office costs	85,077	-	85,077	84,345	-	84,345
Travel	5,605	-	5,605	5,592	-	5,592
Sundry	303	-	303	3,080	-	3,080
Advertising and publicity	4,486	-	4,486	15,572	-	15,572
Bank charges	9,282	-	9,282	3,542	-	3,542
Professional fees	20,653	-	20,653	25,004	-	25,004
Audit fees	-	12,795	12,795	-	7,920	7,920
Accountancy and payroll	-	24,150	24,150	-	21,840	21,840
Trustees expenses	-	159	159	-	676	676
	<u>347,058</u>	<u>37,104</u>	<u>384,162</u>	<u>359,116</u>	<u>30,436</u>	<u>389,552</u>
Analysed between						
Charitable activities	<u>347,058</u>	<u>37,104</u>	<u>384,162</u>	<u>359,116</u>	<u>30,436</u>	<u>389,552</u>

Support costs are allocated based on number of staff hours per activity.

Governance costs includes payments to the auditors of £12,795 (2024- £7,920) for audit fees.

10 Net movement in funds

	2025	2024
	£	£
Net movement in funds is stated after charging/(crediting)		
Fees payable to the company's auditor for the audit of the company's financial statements	12,795	7,920
Depreciation of owned tangible fixed assets	40,982	31,919
	<u>53,777</u>	<u>39,839</u>

11 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the current or previous year. 2 (2024: 3) trustees were reimbursed travel expenses totalling £159 (2024: £676) during the year.

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

12 Employees

Number of employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Charitable activities	28	30
Management and administration	1	3
	<u>29</u>	<u>33</u>

Employment costs

	2025 £	2024 £
Wages and salaries	585,924	607,829
Social security costs	37,532	39,400
Other pension costs	8,760	9,265
	<u>632,216</u>	<u>656,494</u>

The above figure includes £22,680 redundancy payments.

There were no employees whose annual remuneration was £60,000 or more during the current or prior year.

13 Taxation

As a charity the company is exempt from tax on income falling within part II of the Corporation Tax Act 2010 and on gains falling within s256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objectives. No tax charges have arisen in the charity.

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

14 Tangible fixed assets

	Leasehold improvements £	Fixtures and fittings £	Total £
Cost			
At 1 April 2024	117,953	120,852	238,805
Additions	-	5,453	5,453
At 31 March 2025	117,953	126,305	244,258
Depreciation and impairment			
At 1 April 2024	9,820	53,201	63,021
Depreciation charged in the year	14,098	26,884	40,982
At 31 March 2025	23,918	80,085	104,003
Carrying amount			
At 31 March 2025	94,035	46,220	140,255
At 31 March 2024	108,133	67,652	175,785

Equipment hire and computer equipment are included in fixtures and fittings.

15 Stocks

	2025 £	2024 £
Finished goods and goods for resale	6,190	5,355

16 Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Trade debtors	65,155	59,616
Other debtors	411	673
Prepayments and accrued income	25,188	23,080
	90,754	83,369

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

17 Loans and overdrafts

	2025 £	2024 £
Bank overdrafts	49,851	-
Payable within one year	49,851	-

18 Creditors: amounts falling due within one year

	Notes	2025 £	2024 £
Bank overdrafts	17	49,851	-
Other taxation and social security		39,083	10,252
Trade creditors		64,227	87,128
Other creditors		1,864	1,447
Accruals and deferred income		58,932	104,246
		213,957	203,073

19 Retirement benefit schemes

Defined contribution schemes

The Charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the Charity in an independently administered fund.

The charge to profit and loss in respect of defined contribution schemes was £8,760 (2024: £9,265).

Contributions totalling £3,125 (2024: £2,049) were payable to the scheme at the year end and are included in creditors.

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

20	Restricted funds	The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:	Movement in funds			Movement in funds				
			Balance at 1 April 2023	Incoming resources	Resources expended	Transfers	Balance at 1 April 2024	Incoming resources	Resources expended	Balance at 31 March 2025
			£	£	£	£	£	£	£	£
	BMDC Advice and information		13,483	304,181	(317,664)	-	-	201,136	(201,136)	-
	BMDC Signposter		-	13,250	(13,250)	-	-	13,250	(13,250)	-
	Annette Fox Leukaemia Trust		125	34,092	(34,217)	-	-	17,046	(17,046)	-
	Voice Advocates		-	-	-	-	-	37,500	(37,500)	-
	Access Worker		-	18,750	(13,490)	-	5,260	31,926	(37,186)	-
	YBS - Ipad capitalised		85	-	(85)	-	-	-	-	-
	Capital Work Community Hub		-	42,800	(42,800)	-	-	-	-	-
	Well Being Hub Network		25,601	155,032	(180,633)	-	-	146,553	(146,553)	-
	BMDC Innovation for User Led Organisations		20,260	-	-	(20,260)	-	19,500	(19,500)	-
	Alternative to Respite Care - Hollibreaks		5,059	110,636	(105,695)	-	10,000	93,109	(103,109)	-
	Community Partnerships		-	8,333	(5,099)	-	3,234	20,000	(23,234)	-
	Our Lives, Our Way		-	128,135	(142,895)	-	5,500	-	(5,500)	-
	Peer Support and Advocacy		-	194,346	(194,346)	-	-	101,920	(101,920)	-
	Co-Production Partnership		4,984	50,000	(54,984)	-	-	50,000	(50,000)	-
	Bradford MDC - Live Well and Safe		10,413	59,797	(70,210)	-	-	58,409	(58,409)	-
	RIC Welfare Benefits Advice		-	25,512	(25,512)	-	-	50,921	(50,921)	-
	Visually Impaired Grant Scheme		-	7,675	(7,675)	-	-	70,000	(55,000)	15,000
	Youth Night		-	2,600	(2,600)	-	-	-	-	-
	Partners of Prisoners Project		-	2,500	(2,500)	-	-	-	-	-
	Access to Work		-	2,100	(2,100)	-	-	-	-	-
	Small grants		-	515	(515)	-	-	-	-	-
	The Hub		-	5,699	(5,699)	-	-	52,292	(52,292)	-
	National Lottery COPE		8,592	103,053	(81,645)	-	30,000	106,110	(136,110)	-
	Health Messaging		-	1,500	(1,500)	-	-	-	-	-
	Core		-	-	-	-	-	2,000	(2,000)	-
	Manningham Young Leader		-	25,551	(25,551)	-	-	2,323	(2,323)	-
	Growth and Resilience		-	2,499	(2,499)	-	-	-	-	-
			88,602	1,298,556	(1,333,164)	-	53,994	1,073,995	(1,112,989)	15,000

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

20 Restricted funds

(Continued)

Activities and services as described in the title of the fund.
 Voice Advocates was funded by BMDC.
 Access worker was funded by Bradford 2025 to enable disabled people to be come dedicated Bradford 2025 volunteers.
 Capital Work Community Hub was funded by The Clothworkers Foundation.
 Well Being Hub was funded by BMDC, VCS Alliance and Sport Engand
 Alternative to Respite Care was funded by BMDC,
 Community Partnerships were funded by NHS.
 Our Lives, Our Way was funded by BMDC. Bruce Wake, The Craig Charity for Children, Skipton Building Society and The Boshier-Hinton Foundation.
 Peer Support and Advocacy was funded by BMDC.
 Co-Production Partnerships was funded by BMDC.
 RIC Welfare Benefits Advice was funded by BMDC, Bradford North Foodbanks and VCS Alliance.
 Equipment was funded by BMDC and DWP.
 Youth Night was funded by Project Rome.
 Partners of Prisoners Project wasf funded by Bradford Children and Families Trust.
 Access to Work was funded by the Department of Work and Pensions.
 Small grants consists of Christmas 2023 funded by various donations and Coronation celebration from BMDC.
 The Hub was funded by The Esmee Fairburn Foundation and the National Lottery.
 National Lottery funded the COPe project.
 Health Messaging was funded by the VCS Alliance.
 Core funding was provided by Bowling Highfield Medical Practice.
 Manningham Young Leader was funded by the VCS Alliance.
 Growth and Resilience was funded byTSL Kirklees.

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

21 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Movement in funds		Movement in funds		Balance at 31 March 2025 £
	Balance at 1 April 2023 £	Income £	Balance at 1 April 2024 £	Income £	
Memorial fund	2,500	-	2,500	-	2,500
	<u>2,500</u>	<u>-</u>	<u>2,500</u>	<u>-</u>	<u>2,500</u>
	<u><u>2,500</u></u>	<u><u>-</u></u>	<u><u>2,500</u></u>	<u><u>-</u></u>	<u><u>2,500</u></u>

The Memorial funds are to provide small grants to disabled people and carers in hardship.

EQUALITY TOGETHER
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

22 Funds	Balance at 1 April 2023 £	Movement in funds			Balance at 1 April 2024 £	Movement in funds			Balance at 31 March 2025 £
		Income £	Expenditure £	Transfers £		Income £	Expenditure £	Transfers £	
Restricted Funds	88,602	1,298,556	(1,333,164)	-	53,994	1,073,880	(1,112,874)	-	15,000
Designated Funds	2,500	-	-	-	2,500	-	-	-	2,500
General Funds	52,730	149,645	(178,579)	-	23,796	136,824	(149,367)	-	11,253
	143,832	1,448,201	(1,511,743)	-	80,290	1,210,704	(1,262,241)	-	28,753

23 Analysis of net assets between funds	General funds		Designated funds		Restricted funds		Total	
	2025 £	2025 £	2025 £	2025 £	2025 £	2025 £	2025 £	2025 £
Fund balances at 31 March 2025 are represented by:								
Tangible assets	140,255	-	-	-	140,255	175,785	-	175,785
Current assets/(liabilities)	(129,002)	2,500	15,000	(111,502)	(151,989)	2,500	53,994	(95,495)
	11,253	2,500	15,000	28,753	23,796	2,500	53,994	80,290

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

24 Operating lease commitments

During the year the charity made payments under non-cancellable operating leases of £14,400 (2024; £14,400). At the reporting end date the Charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	1,440	14,400
Between two and five years	57,600	57,600
In over five years	28,800	43,200
	<u>87,840</u>	<u>115,200</u>

25 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2025 £	2024 £
Aggregate compensation	<u>91,599</u>	<u>80,767</u>

There were no further related party transactions which require disclosure (2024: None).

26 Cash generated from operations

	2025 £	2024 £
Deficit for the year	(51,537)	(63,542)
Adjustments for:		
Investment income recognised in statement of financial activities	-	(282)
Depreciation and impairment of tangible fixed assets	40,982	31,919
Movements in working capital:		
(Increase)/decrease in stocks	(835)	272
(Increase)/decrease in debtors	(7,385)	40,235
(Decrease)/increase in creditors	(38,967)	3,052
Cash (absorbed by)/generated from operations	<u>(57,742)</u>	<u>11,654</u>

EQUALITY TOGETHER

England & Wales - Charity number 700084

Accounts

EQUALITY TOGETHER

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

Company Registration No. 02221536 (England and Wales)
Charity Registration No. 70084

EQUALITY TOGETHER

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Susan Crowe - Chair Alvin Adey - Vice Chair Jenny Scott Lynn Asquith Mohinder Singh Chana
Senior management team	M Nicholson (Chief Executive Officer) C Elliott J Griffiths J Marples
Charity number	700084
Company number	02221536
Principal address	Manningham Mills Community Centre The Silk Warehouse, Lilycroft Road Bradford BD9 5BD
Registered office	Manningham Mills Community Centre The Silk Warehouse, Lilycroft Road Bradford BD9 5BD
Auditor	Alison Whalley FCA Azets Audit Services Ltd Carlton House Grammar School Street Bradford BD1 4NS
Bankers	Barclays Bank Plc 10 Market Street Bradford BD1 1EG

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

Introduction

The trustees present their annual report and accounts for the year ended 31st March 2024

2023/2024 has been a challenging year for our organisation and the VCSE sector. The Board of Trustees acknowledge the achievements made throughout what has been a very challenging year.

The Board of Trustees have overseen the ongoing performance of all services, ensuring that they are maintained and delivered to high standard through this period of considerable change as a result of the ever-increasing economic challenges facing society and are fully satisfied by the quality-of-service provision and outcomes for service users.

The position at 31/03/2024 reflects continued hard work undertaken by the Trustees Senior Leadership Team, Staff and Volunteers to secure commissioned grants and contracts into 2024/2025 and beyond. This has been because of an extremely focused and productive programme of service provision, delivery and cost savings. Our performance achievements reflect of our continuing commitment to partnership working with other like-minded organisations and agencies.

The charity can continue to deliver its activities during the coming year but seriously recognises the need for a more significant programme of change to ensure the short to medium term sustainability of the organisation as a result of the constant challenges due to the economic climate and the savings that are having to be made by our statutory funders which will be our main priority. The charity's assets are adequate to fulfil its obligations, although trustees are aware of the need to increase these to provide a stronger element of protection within the current economic climate.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's Memorandum and Articles of Association, the Companies Act 2006 and "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).

Objectives and activities

A Summary of the Objects of the Charity as set out in its Governing Document.

- a. To provide the relief of all people, primarily those who live in the area of Yorkshire, who by reason of their disability, age, infirmity, sickness, social or economic circumstances, caring responsibilities, or who are socially excluded for other reasons, face barriers to accessing, or have a need of, health, social care or other related community services.
- b. To provide information, advice, support and training, which will enable those people to respond to issues of concern and interest directly related to their care or to help them meet their needs and participate more fully in society and more specifically within their local communities.

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Public Benefit

The Board of Trustees have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

The objective of the charity is to enable people with disabilities living in the Bradford Metropolitan District to achieve a high quality of life and to help them to help themselves to take up some of the same opportunities that non-disabled people have open to them in a modern and integrated society. We have achieved this by continuing to offer free high quality and professional advice and information on welfare benefits, equipment for the needs of daily living within the home, Blue Badge parking, transport issues, education, employment, sport and leisure facilities, housing, health services, volunteering and holiday planning. We assist disabled people, through the provision of information, signposting or advice/representation, to obtain their statutory rights and benefits, and to improve their opportunities and living standards. We have developed a website of useful information for disabled people in the Bradford District and ensure that our service remains free at the point of delivery. In so doing we have served the following charitable purposes described in the Charities Act 2011:

- The prevention or relief of poverty
- The advancement of health
- The relief of those in need, by reason of youth, age, ill-health, disability, financial hardship or other disadvantage

Activities and Services

At: 31 March 2024 Equality Together employed twenty-five paid workers and over thirty active volunteers.

1. Administration
2. Complex Needs Welfare Advice
 - Lot One Complex Needs Welfare Advice
 - Reaching Inequalities in City Welfare Advice
 - Annette Fox Leukaemia Research Fund
 - Bradford Foodbanks Financial Inclusion Project
 - Wellbeing Network Welfare Advice
 - Disability Information & Advice
3. Self & Group Advocacy
 - Self- Empowered Support (Peer Support)
 - Group Advocacy (Voice)
4. Health & Wellbeing
 - Alternatives to Respite "HoliBreak+"
 - Our Lives Our Way (Bradford Innovation Fund Project)
 - Manningham Wellbeing Hub
5. Independent Living Services
 - Live, Well & Safe (Equipment Demonstration Centre)
 - Social Enterprise Project
 - Sensory Needs Project
6. Training
 - CERTA Training Centre
7. The Co-Production Partnership
 - BMDC Service User Engagement
8. Manningham Mills Community Hub
9. The Role and Contribution of Volunteers

1. Administration

- a. Reception – is responsible for the operation and effective of running of the reception area, including all incoming telephone calls, providing effective first contact and support, volunteers also support the work of the reception team.
- b. Administration Support – a part time administration assistant was responsible for monitoring, compiling records, group advocacy and support to the Board of Trustees.

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

2. Complex Needs Welfare Advice

a. Complex Needs Welfare Advice

Specialist and generalist advice about the wide range of state benefits available to disabled people or people with long term health conditions that come under the criteria of "Complex Needs" as defined within the commissioned contract with Bradford Metropolitan District Council (BMDC).

Our service is primarily delivered remotely as designated within the grant commissioning agreement by digital platforms of web chat, WhatsApp & Zoom as well as telephone and email support and some direct face-to-face engagement with service users, we have supported over **1,000** individuals relating to interventions/cases **1,041**

b. Reaching Inequalities in City Welfare Advice Project

Specialist and generalist advice service in relation to benefits available to vulnerable people directly referred by the Community Connectors, operating fourteen (14) hours per week, this is a sub-contracted service via Bradford VCS Alliance funded by NHS England through Bradford City & Bradford District Clinical Commissioning Groups.

Over the financial year the project has engaged and supported **107** individuals, relating to **137** interventions/cases.

c. Annette Fox Leukaemia Research Fund Welfare Advice Project

Funded since January 2015, this dedicated project that provides patients suffering from Leukaemia or blood disorders, carers and their families, specialist, and generalist advice in relation to benefits, grants and money advice.

The project in 2023/2024 has engaged and supported **157** individuals, relating to **172** interventions/cases.

d. Bradford Foodbanks Financial Inclusion Project

Funded by The Trussell Trust since April 2022, this dedicated project that provides individuals and families accessing Bradford Foodbanks (Central, North & Wyke) affected by the ongoing challenging economic crisis, specialist, and generalist advice in relation to benefits, grants, and money advice.

The project in 2023/2024 has supported **575** individuals, relating to **715** interventions/cases.

e. Wellbeing Network Welfare Advice Project

Specialist and generalist face-to-face advice service in relation to benefits available to vulnerable people directly referred by either Tony Wellbeing Hub & Manningham Wellbeing Hub, operating fourteen (14) hours per week, this is a sub-contracted service via Bradford VCS Alliance funded by Bradford District & Craven Health Care Partnership, Bradford Metropolitan District Council and Partnerships for People & Place.

The project in 2023/2024 has engaged and supported **454** individuals, relating to **507** interventions/cases.

f. The Disability Information & Advice Service

Provides both a signposting service to assist disabled people in finding help with reliable and reference checked support services throughout the district, as well as dedicated casework in relation to more focused issues within Health & Wellbeing. The project operates 7 hrs per week and in 2023/2024 has engaged and supported **46** individuals.

g. Income Generated

Over the financial year of 2023/2024, Equality Together through provision within both Complex Needs Welfare Advice, The Annette Fox Leukaemia Research Fund Welfare Advice, Bradford Foodbanks Financial Inclusion, and the Wellbeing Network Welfare Advice Projects have successfully supported individuals (disabled people and carers that come under the criteria of complex needs) from across the District of Bradford to gain over **£4,705,344.91** additional income.

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

3. Self & Group Advocacy

a. Self-Advocacy - Empowered Support (Peer Support)

Primarily delivered by disabled people for disabled people our "Peer Support Workers" who are "Peoples with Direct Lived Experience" have supported and empowered clients over the past twelve months that face many complex situations within life. This service provides everyone with six sessions in which clients are supported to identify and prioritise issues and concerns then through a focused empowered approach find long term solutions.

b. Group Advocacy

The team works with disabled people, carers and other people who use a variety of health, housing & social care services. We work with people, using community development principles so that they can influence the improvement and development of the services they use, often working together with partners from the statutory sector. We also support people to come together to work influence change and campaign around issues that are important to them.

The groups we currently we facilitate, and support include: -

- 1, Disabled People's Action Group (formally the Disabled People's Forum)
- 2, Speakout Bradford & District (formally the Service Users Involvement Group)
- 3, Black Health Forum
- 4, Bradford Association of Visually Impaired People (BAVIP)

The project engaged and supported **1,041** individuals.

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

4. Health & Wellbeing

a. Alternative to Respite (HoliBreak+)

Commissioned by Bradford Metropolitan District Council for three years commencing as from 01.02.2021, replacing two former funded programmes of the "Disabled Peoples Holiday & Recreational Support Service and The Carers Holiday Project".

Holibreak+ has delivered a completely new and fresh approach to respite provision for carers and disabled people. We have a comprehensive interactive website of UK & Worldwide destinations, accommodation and activities which provide choice for the individual. The delivery approach is a dedicated "Support Planning Service" that enables individuals in receipt of a personal budget or NHS Continuing Care budget with an amount built in for Respite Care, or a self-funder to find either a holiday, short break, day trip or activity.

The project engaged and supported **482** individuals.

b. Our Lives Our Way (Bradford Innovation Fund Project)

Commissioned by Bradford Metropolitan District Council for three years commencing as from 09.08.2020, this programme sees Equality Together as the lead and accountable organisation of a consortia including Bradford People First (BPF), Bradford Talking Media (BTM) and People First Keighley & Craven (PFKC).

This programme provides a perfect opportunity for people with disabilities to work together in an innovative new group to be supported to make their own choices and shape what they would like to do. In which we offer more tailored opportunities or alternative activities supported by their personal budgets, part of this project is to support the individual with life skills coaching and confidence boosting.

Our partnership project employs 4 part time staff (1 x project co-ordinator based with Equality Together plus 3 x part-time workers based at BTM, Bradford People First or People First Keighley & Craven) - each are disability trained and experienced programme workers who support people across the week using a mixture of 1 to 1 session's and within small working groups. Our approach is to use a varied range of accessible formats for people with lived experience of disability; in the aim of enabling them to explore their chosen areas of interest. Based upon previous findings from social worker surveys, could include employment opportunities- volunteering-social activities such as -cinema or socialisation, sporting activities- days out or clubs.

The opportunities are completely guided by the working groups, so this list is not exhaustive and are ultimately be steered by the wishes and wants of the participants.

Individuals are directly referred into the programme by social workers, everyone is assigned a dedicated programme to support their journey. The project has engaged and supported **56** individuals via a mixture of digital platforms (Zoom) as well in person one-to-one and working group sessions.

Our working groups sessions area focused upon: -

Confidence & Capacity Building
Trips & Travel
Health & Wellbeing
Employment
Social Media & Vlogging

c. Manningham Wellbeing Hub

Manningham Wellbeing Hub commissioned contract began in May 2022, we are part of Bradford's Wellbeing Network, made up of 6 Wellbeing Hubs based across the district, 7 core service providers and 8 out of hours providers. The initial phase of mobilisation concentrated on the co-ordination of core service providers, embedding these into the 6 Wellbeing Hubs. Service delivery commenced in the summer of 2022, with all service providers being were in place and actively delivering services from Manningham Wellbeing Hub as from September.

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Services include: - Welfare Advice (Equality Together), Mental Health Support (Missing Peace), Addiction Support (The Bridge Project), Domestic Abuse Support (Staying Put), Carers Support (Carers Resource), Refugee/Asylum Seeker Support (Refugee Action) and Physical Health (NLB Fitness).

Total No. of people engaged 2023/2024 **456** individuals have been supported on a one-one basis with a total of **478 interventions**.

In January 2023 we launched a Youth Group, which sees **57** young people attended this group. As well as a range of activities, the group explored issues relating to poverty and mental health that were discussed and addressed through both individual and group Peer Support. We provided hot meals and a warm space for the group, combined with access to wider service provisions for young people and their families.

5. Live Well & Safe (Independent Living Service)

a. Equipment Demonstration Centre

The service provides an extensive range of aids, adaptations, and equipment to support the needs of disabled people or individuals suffering with a long-term illness/condition enabling more self-independence and control within their own environment.

To support the needs of disabled people, individuals with long term illness/condition or professionals in gaining greater awareness of aids, adaptations, and equipment that in turn will meet the needs of clients. "Gadget Roadshows" have been undertaken at various community group meetings, events, exhibitions, and conferences throughout the district.

b. Social Enterprise

Clients can see in action or trail physical or sensory needs aids, adaptations & equipment, purchases can be made via our own in-house sales team or signposted to another local dealer.

c. Sensory Needs Project

Commissioned by Bradford Metropolitan District Council this service empowers and enables partly sighted and hearing-impaired individuals by the provision of information, advice and signposting plus providing practical one to one support regarding aids, adaptations, and equipment in relation to "Sensory Needs".

Over the past twelve months the Live Well & Safe Team as supported **709** individuals with over **766 interventions/cases**.

6. Training

a. Certa Training Centre

As a recognised and accredited training centre for Certa, Equality Together has been exploring new areas of accredited training programs that will develop the skills and knowledge of students which in turn will enhance their individual employability opportunities or raise their personal confidence and aspirations.

b. Training Programmes

The organisation delivers a diverse range of training programmes in relation to: -

- Equality, Diversity & Inclusion
- Unconscious Bias
- The Equality Act
- The Care Act
- Disability Awareness
- Peer Support

Over the past twelve months, we have engaged and trained **100** individuals.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

7. The Co-production Partnership

The first year of the Co-Production Partnership saw solid foundations being laid. During this time the Partnership hosted three district wide events, established four working groups, and engaged with dozens of disabled people's organisations and over 200 disabled people.

We started our work with the Building a Co-Production Partnership event in July. This brought together disabled people, carers, commissioners, and service providers. We were pleased that around 140 people attended. The event set out the principles for our co-production work. Our aim is to work with people with a range of disabling conditions and ensure we are working across the whole of the Bradford district.

This was followed by an event in September which set looked at how to establish a Partnership Board as well as the priorities for the Partnership. These were: access to services, accessible information, day services and independence & choice.

The workstreams brought together disabled people with people from the local authority and other key partners. They all began work which has been ongoing throughout 2023/2024.

Access to services: the focus for the access to services group has been looking at how people with neurodiverse conditions access mainstream services, such as health, leisure and culture.

Accessible information: working with the team updating Bradford Council's Connect to Support website. This work focused on how the website could be made accessible to as many people as possible.

Day Services: We held several meetings and a district wide event looking at what is needed from day services. This was particularly in the context of Bradford Council working on re-commissioning learning disability day services.

Independence and Choice: We supported the work being undertaken by Bradford Council in re-commissioning home care support services.

Towards the end of this period, we held the first meeting of the Co-Production Partnership Board. This brought together representatives from a range of disabled people's organisations and commissioners to oversee the work of the Partnership.

We have had over **300 people** attend our events and meetings. We estimate that between **220 to 250** of these were disabled people.

We have built a database of **80 organisations** which support disabled people. **44** of these organisations have actively been involved in the work of the partnership.

8. Manningham Mills Community Hub

Since taking over Unit 1 of the Silk Warehouse in June 2017, we have amended our approach of being a traditional community centre to a more interactive "Community Hub". In which we have fully embraced that our major driver is our local community stakeholders. We work jointly with our local community in the ongoing development of the hub ensuring that it retains local involvement and ownership.

For the community hub to be active, involved and responding to the needs and aspirations of our local community, we retained and introduced several new community trading projects in the aim to generate new income streams into the hub, these included: -

- 1838 Thrift Shop (March 2021)
- Lister's Coffee Shop (March 2023)
- Event & Room Hire (November 2022)

We monitored and reviewed performance of all three community trading elements at the end of Quarter Two (30th September 2023). At face value, each area seemed to be busy and doing well. Upon further investigation and a cost benefits analysis, it was identified that the number of paid staff involved within the community trading team was far higher than both initially forecasted or to meet the needs of activity within each trading area combined with targets not being achieved in relation to trading income targets.

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

As a result of this more detailed analysis and evaluation the Board of Trustees made the very difficult decision to undertake the following actions: -

- A. 1838 Thrift Shop
Closure of the Thrift Shop at the end of December 2023.
- B. Lister's Coffee Shop
Temporary Closure as from 1st January 2024 until 30th April 2024, reopening in May 2024
- C. Event & Room Hire
Continuation of event and room hire out of normal working hours (evenings and weekends) being staffed by casual staff, which continues.

Our aim as previously reported is for Manningham Mills Community Hub (MMCH) to become a trading arm within the Equality Together Group, registering as a company limited by guarantee. Membership of the Board of Directors of MMCH will comprise of 2 trustees from Equality Together and 6 local stakeholder directors, who in turn will strategically and operationally manage MMCH as from 1st April 2025.

9. The Role & Contribution of Volunteers

- a. Volunteers help make an appropriate and significant contribution to the work and service objectives of Equality Together (ET). They put their experience, knowledge, and skills at our disposal, free of charge, with the primary aim of helping us achieve our service objectives and thereby bring benefit to the local community. Each volunteer has a role description, outlining specific tasks, responsibilities, and reporting lines of the volunteer. All volunteers receive a planned induction to organisation and of the various services delivered within ET, regular supervision and support sessions, and positive feedback on their contribution. Volunteers lend support in many areas of the organisation's work: reception, welfare rights, and information services and within equipment demonstration centre. Dependent upon their requirements, they benefit from work experience in a busy office, training to most office skills, full travelling expenses, a pleasant and friendly team to work with, up to date PCs with word processing and database software, and the opportunity to contribute to a worthwhile cause.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Achievements and Performance of the Charity

Over the past twelve months we have continued to deliver a core range of services combined with exploring new areas of development that in turn will support the aims of objectives of the charity as well as provide additional and needed forms of income. Throughout the year this was made very clear that without additional new avenues of income generation, project funding being secured or in year savings, we were at risk of not having sufficient resources to meet our obligations to staff and those who use the services we provide. This has again brought into sharp focus because of the ongoing economic climate and the challenges that society is facing and the impact this may have on funding from the Public Sector.

The profile of Equality Together has been again raised through the further development of all services within the organisation but also via networking in attending, supporting and leading various virtual and in person events throughout the year in relation to our core operations and the districts response to the ongoing challenges facing residents because of the economic crisis.

Client satisfaction and feedback is vital to the ongoing provision of services ensuring that they both meet the expectations of service users but are people centred. Feedback forms and surveys are sent to all our clients (service users), that highlights that most of our clients were more than happy with the service provided, across all departments and services delivered. No clients expressed dissatisfaction with the service. **5%** were very satisfied and **95%** satisfied. Many of our clients found that the information they received was easy to understand and that we were good at keeping them informed of progress. When asked if they would recommend our services to other people **90%** of clients said they were certain to, and **10%** said they were likely to.

We continue (subject to funding constraints) to distribute publicity leaflets to all clients, statutory service providers (local authority) community resource facilities, care homes, GP surgeries, hospitals, pharmacists, NHS Direct, local support groups, and organisations.

We have interactive websites, (including webchat) both for Equality Together and Holibreak+ which can be viewed, we can also be followed on social media i.e., Facebook, Instagram & Twitter: -

Websites:

<https://www.equalitytogether.org.uk> (including webchat)

<https://www.holibreakplus.org.uk>

<https://www.ourlivesourway.org.uk>

Facebook:

<https://www.facebook.com/equalitytogether>

<https://www.facebook.com/holibreak+>

<https://www.facebook.com/1838ThriftStore>

<https://www.facebook.com/OurLivesOurWay>

Instagram:

<https://instagram.com/equalitytogetherbradford>

Twitter:

<https://www.twitter.com/EqualityTo>

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Financial review

Policies on Reserves

The Board of Trustees consider that they should review the level of reserves held by the charity at regular intervals. The charity's unrestricted free reserves, which have not been designated for specific use, stood at £23,796. The Board of Trustees feel that reserves should equate to approximately four months running costs, currently £505,000, to ensure that adequate resources are available to allow continued furtherance of the objects of the charity in the event of temporary shortfall in incoming resources while alternative funds are sought. The management committee believe that holding adequate funds to cover four months operating costs would allow for an orderly winding up of the organisation and would also enable the organisation to be able to meet its obligations towards staff and creditors in the event of there being no possibility of securing alternative longer-term funding. The current reserves fall short of this target.

The reserves policy will be reviewed upon an annual basis as part of our ongoing due diligence process.

Availability and adequacy of assets of each of the funds

The board of trustees is satisfied that the charity's assets in each fund are available and adequate to fulfil its obligations in respect of each fund.

Principal funding sources and how expenditure in the year under review has supported the key objectives of the charity

The main sources of income have been from Bradford Metropolitan District Council and from Bradford District & Craven Health & Care Partnership. The charity also received/used funding from a number of independent charitable trusts. It also generated its own income, principally through room hire, lister's coffee shop, training, small equipment sales and wheelchair hire

Transactions and Financial position

The financial statements are set out on pages 21-41. The financial statements have been prepared implementing of the Statement of Recommended Practice for Accounting and Reporting by Charities issued by the Charity Commission for England and Wales (revised in October 2019).

The Statement of Financial Activities shows a total incoming resource of £1,448,201 (2023 £1,287,765) and a total resources expended of £1,511,743 (2023 £1,190,724), resulting in a deficit for the year of £63,542 (2023 - £97,041 surplus).

The total reserves at the year-end stand at £80,290 (2023 - £143,832).

Free unrestricted, undesignated reserves amounted to £23,796 (2023 - £52,730).

Designated funds amounted to £2,500 (2023 - £2,500).

The Trustees have assessed the major risks to which the Charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Strategic Plans for the Future

Financial Objectives

- Identify and implement ongoing cost savings across the organisation.
- Achieve a year-end financial position of breakeven or a controlled deficit not exceeding £80,000.
- Enhance internal systems and processes to align with organisational and statutory standards.
- Develop a plan for the effective allocation and distribution of income across Equality Together.
- Pursue and secure new funding streams to strengthen financial stability.
- Explore new investment opportunities to support long-term growth.

Operational and Business Planning

- Conduct an annual review of all organisational processes to ensure consistency in approach across Equality Together.
- Regularly monitor and update policies and procedures to maintain compliance, optimise effectiveness, and identify areas for improvement.
- Strengthen and expand the Equality Together brand for increased visibility and recognition.
- Develop a comprehensive marketing and communications strategy to establish Equality Together as a leading support provider in the local community.
- Continue collaborative efforts with partner organisations within funded programmes.
- Review external income generation streams, fundraising goals, and processes monthly to maximise opportunities.
- Conduct a skills assessment of all volunteers to ensure their skills are effectively utilised across the organisation.

Client Objectives

- Ensure all services are accessible, including through digital platforms, to meet client needs.
- Gather and analyse client feedback to inform service delivery and address emerging needs.
- Expand our person-centred approach, enhancing both remote and face-to-face engagement within communities.
- Support clients towards self-management of their needs through tailored services and support.

Volunteer Development

- Invest in volunteer recruitment, training, and development to strengthen the volunteer base.
- Enhance supervision policies to provide clear guidance and support for volunteers.

Staff Development and Support

- Strengthen mental health and well-being support initiatives for the staff team.
- Capture regular staff feedback on organisational changes to inform continuous improvement.
- Foster a positive, motivating work environment that encourages cultural change and team cohesion.
- Maintain and develop a single, unified team approach across the organisation.
- Ensure effective policies and procedures underpin all organisational activities.
- Implement a robust bi-annual appraisal system to meet organisational needs, including development and CPD opportunities for staff.

External Income Generation & Fundraising

- Develop a targeted fundraising strategy to increase income levels.
- Establish a strong base of residual income opportunities.
- Expand event offerings to engage SMEs, public sector organisations, and large corporates.
- Boost community engagement with regular small events, such as festivals, fairs, coffee mornings, and traditional seasonal events as part of core fundraising activities.

Governance Objectives

- Recruit new board members with expertise in finance, marketing, and client lived experience.
- Organise workshops on key topics such as risk management, customer feedback, and business planning to support informed governance and decision-making.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Structure, governance and management

The Charity is a company limited by guarantee and registered with the Charity Commission. The charitable company is governed by its articles of association dated 31 July 1987 and updated 6 July 2015.

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Susan Crowe - Chair	
Gill Bowskill	(Resigned 31 March 2024)
Alvin Adey - Vice Chair	
Jenny Scott	
Lynn Asquith	
Mohinder Singh Chana	
Natalie Jovanovic	(Resigned 26 January 2024)
Mathew Ward	(Resigned 16 April 2024)
Andrew Ward	(Resigned 8 November 2024)
Stephanie Smith-Crawshaw	(Appointed 25 August 2023 and resigned 31 May 2024)

At each Annual General Meeting one third of the management committee retire by rotation and subject to eligibility may be re-elected.

None of the members of the board has any beneficial interest in the company. All of the members of the management committee are members of the company and guarantee to contribute £1 in the event of a winding up.

Indemnity insurance has been taken out during the year and is included in the insurance costs.

It is the Charity's aim to have a balanced board both in terms of skills and experience and also being representative of the client group using the service. It is the policy to have at least 51% of members with disabilities. This then informs recruitment to the board in terms of where and how the charity should advertise. The charity has a formal process for the recruitment, appointment and training of management committee members.

Overall responsibility for the running of the service lies with the Trustee Board, a body of no less than four and no more than twelve people, the majority of whom must have some form of disability. The Board of Trustees sets policy and direction for the organisation and meets bi-monthly. Urgent decisions can be taken by the Executive Sub Group (a sub group of the Board of Trustees, made up of Chair, Vice-Chair and Treasurer), which can meet at short notice when urgent decisions are required. Any action taken by this 'executive' committee must be reported to the full Trustee Board at the earliest opportunity.

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

To support the smooth running of the organisation, two sub boards meet upon a bi-monthly basis in order to be able to consider in detail and comment on both the performance and financial position of the organisation:

- The Development & Performance Sub Board was chaired by Alvin Adey
- The Finance & Resources Sub Board was chaired by Andrew Ward
- The Performance Sub Board was chaired by Mohinder Singh Chana

This model of operation will be amended to the following format and will be maintained as part of the governance structure of Equality Together:

- The Development & Performance Sub Board to be chaired by Alvin Adey, with Mohinder Singh Chana as deputy chair.
- The Finance & Human Resources Sub Board to be chaired by Susan Crowe
- The Risk Register Committee to be chaired by Susan Crowe

The Chief Executive Officer (CEO) is responsible for all aspects of the day-to-day operational delivery and strategic development of the organisation, supported in turn by the Operations Manager (OM), Finance Manager (FM) and Community Trading Manager (TM) forming the Senior Leadership Team (SLT): -

- Mark Nicholson, Chief Executive Officer
- Jill Griffiths, Operations Manager
- Christopher Elliott, Finance Manager
- Judith Marples, Community Trading Manager

The Board of Trustees as part of its business has conducted its own risk review of the major risks to which the charity is exposed and is satisfied that systems are in place to minimise those risks.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime under the Companies Act 2006.

Auditor

Azets Audit Services were appointed as auditor to the company and a resolution proposing that they be re-appointed will be put at a General Meeting.

Disclosure of information to auditor

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The Trustees' report was approved by the Board of Trustees.

Signed by:


Susan Crowe
BEF3D701831B429

Susan Crowe - Chair

Trustee

Dated: 30 December 2024

EQUALITY TOGETHER

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2024

The Trustees, who are also the directors of Equality Together for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the Charity 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 Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

EQUALITY TOGETHER

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF EQUALITY TOGETHER

Opinion

We have audited the financial statements of Equality Together (the 'Charity') for the year ended 31 March 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees' report; or
 - sufficient accounting records have not been kept; or
 - the financial statements are not in agreement with the accounting records; or
 - we have not received all the information and explanations we require for our audit.
-

EQUALITY TOGETHER

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF EQUALITY TOGETHER

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities, the Trustees, who are also the directors of the Charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

EQUALITY TOGETHER

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF EQUALITY TOGETHER

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Signed by:

BC2221185F424D2
Azets Audit Services

30 December 2024

**Chartered Accountants
Statutory Auditor**

Carlton House
Grammar School Street
Bradford
BD1 4NS

Azets Audit Services is eligible for appointment as auditor of the Charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

EQUALITY TOGETHER

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total Unrestricted funds 2024 £	Restricted funds 2023 £	Total 2023 £
Income from:						
Donations and legacies	3	15,336	86,698	102,034	211,783	211,783
Charitable activities	4	78,764	1,211,858	1,290,622	41,015	1,019,538
Other trading activities	5	55,263	-	55,263	56,390	56,390
Investments	6	282	-	282	54	54
Total income		149,645	1,298,556	1,448,201	978,523	1,287,765
Expenditure on:						
Raising funds	7	-	36,488	36,488	39,280	39,280
Charitable activities	8	178,579	1,296,676	1,475,255	891,324	1,151,444
Total resources expended		178,579	1,333,164	1,511,743	930,604	1,190,724
Gross transfers between funds		-	-	-	58	-
Net (expenditure)/income for the year/ Net movement in funds		(28,934)	(34,608)	(63,542)	47,977	97,041
Fund balances at 1 April 2023		55,230	88,602	143,832	40,625	46,791
Fund balances at 31 March 2024		26,296	53,994	80,290	88,602	143,832

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

EQUALITY TOGETHER

BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024		2023	
		£	£	£	£
Fixed assets					
Tangible assets	14		175,785		101,350
Current assets					
Stocks	15	5,355		5,627	
Debtors	16	83,369		123,604	
Cash at bank and in hand		18,854		113,272	
			107,578		242,503
Creditors: amounts falling due within one year	17	(203,073)		(200,021)	
Net current (liabilities)/assets			(95,495)		42,482
Total assets less current liabilities			80,290		143,832
Income funds					
Restricted funds	19		53,994		88,602
<u>Unrestricted funds</u>					
Designated funds	20	2,500		2,500	
General unrestricted funds		23,796		52,730	
			26,296		55,230
			80,290		143,832

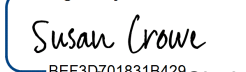
The notes on pages 21 to 38 form part of these financial statements.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 30 December 2024

Signed by:


 BFF3D701831B429
 Susan Crowe - Chair
 Trustee

Company registration number 02221536

EQUALITY TOGETHER

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Cash generated from operations	25		11,654		156,419
Investing activities					
Purchase of tangible fixed assets		(106,354)		(61,449)	
Proceeds from disposal of tangible fixed assets		-		(2)	
Investment income received		282		54	
Net cash used in investing activities			(106,072)		(61,397)
Net cash used in financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(94,418)		95,022
Cash and cash equivalents at beginning of year			113,272		18,250
Cash and cash equivalents at end of year			18,854		113,272

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

Charity information

Equality Together is a private company limited by guarantee incorporated in England and Wales. The registered office is Manningham Mills Community Centre, Lilycroft Road, Bradford, BD9 5BD.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's [governing document], the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The Charity is a Public Benefit Entity as defined by FRS 102.

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

The accounts have been prepared on the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Charitable funds

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

Designated funds comprise funds which have been set aside at the discretion of the Trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

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

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

1.4 Incoming resources

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

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

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

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

(Continued)

1.5 Resources expended

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

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 include central functions and are allocated to activity cost categories on a basis of employee hours split between the funds.

Grants payable are payments made to third parties in the furtherance of the charitable objectives. Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the Statement of Financial Activities once the recipient of the grant has provided the specific service or output.

Grants payable without performance conditions are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to the grant which remain in the control of the charity.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	
Short leasehold land and buildings	Over the life of the lease
Leasehold improvements	Over 10 years
Fixtures and fittings	25% straight line
Computers	25% straight line
Equipment Hire	20% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

(Continued)

1.8 Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

1.9 Cash and cash equivalents

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

1.10 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

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

Basic financial liabilities

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

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

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

Derecognition of financial liabilities

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

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

(Continued)

1.11 Employee benefits

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

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

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due. Pension costs are allocated between funds based on employee hours.

2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

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

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total Unrestricted funds	
	2024	2024	2024	2023
	£	£	£	£
Donations and gifts	6,029	2,915	8,944	167,890
Grants	9,307	83,783	93,090	43,893
	<u>15,336</u>	<u>86,698</u>	<u>102,034</u>	<u>211,783</u>
Grants receivable for core activities				
NHS West Yorkshire ICB	-	2,250	2,250	-
The VCS Alliance	9,307	1,500	10,807	-
Garfield Weston	-	-	-	13,333
Department of Health and Wellbeing	-	6,856	6,856	1,500
The Clothworkers Foundation	-	42,800	42,800	-
Picton Medical centre	-	6,083	6,083	-
Power to Change	-	-	-	15,000
National Lottery	-	-	-	8,000
Small grants	-	-	-	6,060
Bradford Children and Families Trust	-	2,500	2,500	-
Bruce Wake Charitable Trust	-	6,000	6,000	-
Department of Work and Pensions	-	3,119	3,119	-
Esmee Fairburn	-	5,699	5,699	-
Skipton Building Society	-	1,717	1,717	-
The Boshier-Hinton Foundation	-	760	760	-
The Craig Charity for Children	-	2,000	2,000	-
TSL Kirklees	-	2,499	2,499	-
	<u>9,307</u>	<u>83,783</u>	<u>93,090</u>	<u>43,893</u>

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

4 Charitable activities	Disability Live Well and Advice and Information		Well Being Alternative to Safe Hub Network Respite Care		Self and Group Advocacy		Live Well and Safe		Winter Alternative to Pressures Respite Care		Self and Group Advocacy		Total	
	2024	2024	2024	2024	2024	2024	2023	2023	2023	2023	2023	2023	2023	2023
	£	£	£	£	£	£	£	£	£	£	£	£	£	£
Sale of goods and services	37,843	-	-	-	-	-	-	-	-	-	-	-	-	9,735
Grants	702,524	59,797	155,032	100,159	194,346	1,211,858	55,374	537,310	113,379	93,800	178,660	178,660	978,523	9,735
Primary purpose trading	22,538	18,383	-	-	-	40,921	13,277	18,003	-	-	-	-	-	31,280
	762,905	78,180	155,032	100,159	194,346	1,290,622	68,651	565,048	113,379	93,800	178,660	178,660	1,019,538	
Analysis by fund														
Unrestricted funds	60,381	18,383	-	-	-	78,764	13,277	27,738	-	-	-	-	-	41,015
Restricted funds	702,524	59,797	155,032	100,159	194,346	1,211,858	55,374	537,310	113,379	93,800	178,660	178,660	978,523	
	762,905	78,180	155,032	100,159	194,346	1,290,622	68,651	565,048	113,379	93,800	178,660	178,660	1,019,538	

EQUALITY TOGETHER
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

4 Charitable activities	(Continued)											
	Disability Advice and Information		Live Well and Safe		Well Being Alternative to Respite Care		Self and Group Advocacy		Total 2024		Total 2023	
	2024	2024	2024	2024	2024	2024	2024	2024	2024	2024	2023	2023
	£	£	£	£	£	£	£	£	£	£	£	£
Performance related grants												
BMDC	254,019	-	-	-	-	-	194,346	448,365	233,203	-	-	178,660
Annette Fox												
Leukemia												
Research Fund	34,092	-	-	-	-	-	-	34,092	37,342	-	-	-
BMDC Innovation	128,135	-	-	-	-	-	-	128,135	120,000	-	-	-
RIC Welfare												
Benefits Advice	25,512	-	-	-	-	-	-	25,512	26,612	-	-	-
BMDC Live Well and Safe	48,138	37,259	155,032	-	-	-	-	240,429	13,750	113,379	-	-
Manningham Youth Leader	25,552	-	-	-	-	-	-	25,552	-	-	-	-
BMDC Alternative to Respite Care	-	-	-	-	100,159	-	-	100,159	-	-	93,800	-
Inspired												
Neighbourhoods	-	22,538	-	-	-	-	-	22,538	106,403	-	-	-
Inclusion London	-	-	-	-	-	-	-	-	-	-	-	-
Bradford Culture Company	18,750	-	-	-	-	-	-	18,750	-	-	-	-
National Lottery												
COPE	103,053	-	-	-	-	-	-	103,053	8,592	-	-	-
Co-production												
partnership	50,000	-	-	-	-	-	-	50,000	60,000	-	-	-
Bradford												
Foodbank Welfare advice	37,811	-	-	-	-	-	-	37,811	37,811	-	-	37,811
	702,524	59,797	155,032	100,159	194,346	1,211,858	537,310	55,374	113,379	93,800	178,660	978,523

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

5 Other trading activities

	Unrestricted funds	Unrestricted funds
	2024 £	2023 £
Room hire	55,263	56,390

6 Investments

	Unrestricted funds	Unrestricted funds
	2024 £	2023 £
Interest receivable	282	54

7 Raising funds

	Restricted funds	Restricted funds
	2024 £	2023 £
<u>Fundraising and publicity</u>		
Fundraising	36,488	39,280
	36,488	39,280

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

8 Charitable activities	Disability Advice and Information		Live Well and Safe		Well/Alternative Hub Network		Well/Alternative Hub Network		Self and Group Advocacy		Total 2024		Disability Advice and Information		Live Well and Safe		Winter Pressures		Alternative Respite Care		Self and Group Advocacy		Total 2023										
	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2023								
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£								
Staff costs	315,127	34,382	87,933	87,933	55,272	57,041	549,755	216,306	37,131	37,330	44,004	61,104	395,875	8,553	267	195	48	383	9,446	4,941	1,219	143,178	352,335	34,275	384,182	42,378	87,778	78,180	177,783	770,301			
Other staff costs	4,941	-	-	-	-	-	4,941	8,553	267	195	48	383	9,446	1,219	-	-	-	252	638	1,219	143,178	352,335	34,275	384,182	42,378	87,778	78,180	177,783	770,301				
Volunteer costs	1,219	-	-	-	-	-	1,219	386	-	-	-	252	638	1,219	-	-	-	252	638	1,219	143,178	352,335	34,275	384,182	42,378	87,778	78,180	177,783	770,301				
Project delivery	25,234	25,099	60,039	60,039	32,415	391	143,178	(50,253)	4,980	50,253	34,128	5,469	44,577	143,178	4,980	50,253	34,128	5,469	44,577	143,178	4,980	50,253	34,128	5,469	44,577	4,980	50,253	34,128	5,469	44,577			
Consortium payments	236,739	-	-	-	-	115,596	352,335	185,166	-	-	-	110,575	295,741	185,166	-	-	-	-	110,575	295,741	185,166	-	-	24,024	384,182	42,378	87,778	78,180	177,783	770,301			
Purchases	34,275	-	-	-	-	-	34,275	24,024	-	-	-	-	24,024	34,275	-	-	-	-	-	24,024	34,275	-	-	24,024	34,275	-	-	-	-	24,024			
Share of support costs (see note 9)	617,535	59,481	147,972	147,972	87,687	173,028	1,085,703	384,182	42,378	87,778	78,180	177,783	770,301	617,535	59,481	147,972	147,972	87,687	173,028	1,085,703	384,182	42,378	87,778	78,180	177,783	770,301	617,535	59,481	147,972	147,972	87,687	173,028	1,085,703
Share of governance costs (see note 9)	278,260	11,861	29,652	29,652	18,025	21,318	359,116	326,282	2,583	-	20,561	935	350,361	278,260	11,861	29,652	29,652	18,025	21,318	359,116	326,282	2,583	-	20,561	935	350,361	278,260	11,861	29,652	29,652	18,025	21,318	359,116
	30,436	-	-	-	-	-	30,436	30,782	-	-	-	-	30,782	30,436	-	-	-	-	-	30,436	30,782	-	-	30,782	30,436	30,782	-	-	-	-	30,782		
	926,231	71,342	177,624	177,624	105,712	194,346	1,475,255	741,246	44,961	87,778	98,741	178,718	1,151,444	926,231	71,342	177,624	177,624	105,712	194,346	1,475,255	741,246	44,961	87,778	98,741	178,718	1,151,444	926,231	71,342	177,624	177,624	105,712	194,346	1,475,255
Analysis by fund																																	
Unrestricted funds	55,786	74,831	26,644	26,644	-	21,318	178,579	260,120	-	-	-	-	260,120	55,786	74,831	26,644	26,644	-	21,318	178,579	260,120	-	-	-	-	260,120	55,786	74,831	26,644	26,644	-	21,318	178,579
Restricted funds	870,445	(3,489)	150,980	150,980	105,712	173,028	1,296,676	481,126	44,961	87,778	98,741	178,718	891,324	870,445	(3,489)	150,980	150,980	105,712	173,028	1,296,676	481,126	44,961	87,778	98,741	178,718	891,324	870,445	(3,489)	150,980	150,980	105,712	173,028	1,296,676
	926,231	71,342	177,624	177,624	105,712	194,346	1,475,255	741,246	44,961	87,778	98,741	178,718	1,151,444	926,231	71,342	177,624	177,624	105,712	194,346	1,475,255	741,246	44,961	87,778	98,741	178,718	1,151,444	926,231	71,342	177,624	177,624	105,712	194,346	1,475,255

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

9 Support costs	Support costs	Governance costs	2024	Support costs	Governance costs	2023
	£	£	£	£	£	£
Staff costs	106,739	-	106,739	103,096	-	103,096
Depreciation	31,919	-	31,919	22,622	-	22,622
Establishment costs	83,323	-	83,323	116,562	-	116,562
Office costs	84,345	-	84,345	72,666	-	72,666
Travel	5,592	-	5,592	3,790	-	3,790
Sundry	3,080	-	3,080	219	-	219
Advertising and publicity	15,572	-	15,572	8,440	-	8,440
Bank charges	3,542	-	3,542	2,059	-	2,059
Professional fees	25,004	-	25,004	20,907	-	20,907
Audit fees	-	7,920	7,920	-	7,200	7,200
Accountancy and payroll	-	21,840	21,840	-	22,590	22,590
Trustees expenses	-	676	676	-	992	992
	<u>359,116</u>	<u>30,436</u>	<u>389,552</u>	<u>350,361</u>	<u>30,782</u>	<u>381,143</u>
Analysed between						
Charitable activities	<u>359,116</u>	<u>30,436</u>	<u>389,552</u>	<u>350,361</u>	<u>30,782</u>	<u>381,143</u>

Support costs are allocated based on number of staff hours per activity.

Governance costs includes payments to the auditors of £7,920 (2023- £7,200) for audit fees.

10 Net movement in funds	2024	2023
	£	£
Net movement in funds is stated after charging/(crediting)		
Fees payable to the company's auditor for the audit of the company's financial statements	7,920	7,200
Depreciation of owned tangible fixed assets	31,919	18,071
Loss on disposal of tangible fixed assets	-	4,551
	<u> </u>	<u> </u>

11 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the current or previous year. 3 (2023: 2) trustees were reimbursed travel expenses totalling £676 (2023: £992) during the year.

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

12 Employees

Number of employees

The average monthly number of employees during the year was:

	2024	2023
	Number	Number
Charitable activities	30	19
Management and administration	3	3
	<u>33</u>	<u>22</u>

Employment costs

	2024	2023
	£	£
Wages and salaries	607,829	458,732
Social security costs	39,400	32,492
Other pension costs	9,265	7,747
	<u>656,494</u>	<u>498,971</u>

There were no employees whose annual remuneration was £60,000 or more during the current or prior year.

13 Taxation

As a charity the company is exempt from tax on income falling within part II of the Corporation Tax Act 2010 and on gains falling within s256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objectives. No tax charges have arisen in the charity.

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

14 Tangible fixed assets

	Leasehold improvements £	Fixtures and fittings £	Total £
Cost			
At 1 April 2023	42,156	90,296	132,452
Additions	75,797	30,557	106,354
At 31 March 2024	117,953	120,853	238,806
Depreciation and impairment			
At 1 April 2023	2,154	28,948	31,102
Depreciation charged in the year	7,666	24,253	31,919
At 31 March 2024	9,820	53,201	63,021
Carrying amount			
At 31 March 2024	108,133	67,652	175,785
At 31 March 2023	40,002	61,348	101,350

Equipment hire and computer equipment are included in fixtures and fittings.

15 Stocks

	2024 £	2023 £
Finished goods and goods for resale	5,355	5,627

16 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Trade debtors	59,616	87,281
Other debtors	673	430
Prepayments and accrued income	23,080	35,893
	83,369	123,604

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

17 Creditors: amounts falling due within one year

	2024 £	2023 £
Other taxation and social security	10,252	9,367
Trade creditors	87,128	52,454
Other creditors	1,447	5,399
Accruals and deferred income	104,246	132,801
	<u>203,073</u>	<u>200,021</u>

18 Retirement benefit schemes

Defined contribution schemes

The Charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the Charity in an independently administered fund.

The charge to profit and loss in respect of defined contribution schemes was £9,265 (2023: £7,746).

Contributions totalling £2,049 (2023: £1,738) were payable to the scheme at the year end and are included in creditors.

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

19 Restricted funds	Movement in funds						Movement in funds					
	Balance at 1 April 2022	Incoming resources	Resources expended	Transfers	Balance at 1 April 2023	£	Incoming resources	Resources expended	Transfers	Balance at 31 March 2024	£	
	£	£	£	£	£	£	£	£	£	£	£	
BMDC Advice and information	-	271,514	(258,031)	-	13,483	-	304,181	(317,664)	-	-	-	
BMDC Signposter	-	13,250	(13,250)	-	-	-	13,250	(13,250)	-	-	-	
Annette Fox Leukaemia Trust	-	34,092	(33,967)	-	125	-	34,092	(34,217)	-	-	-	
Cancer Support Yorkshire	-	3,250	(3,250)	-	-	-	-	-	-	-	-	
Bradford 2025	-	-	-	-	-	-	18,750	(13,490)	-	-	5,260	
YBS - Ipads capitalised	625	-	(540)	-	85	-	-	(85)	-	-	-	
Community Hub	-	-	-	-	-	-	42,800	(42,800)	-	-	-	
Well Being Hub Network	-	113,379	(87,778)	-	25,601	-	155,032	(180,633)	-	-	-	
BMDC Innovation for User Led Organisations	30,000	120,000	(129,740)	-	20,260	-	-	-	(20,260)	-	-	
Alternative to Respite Care	10,000	93,800	(98,741)	-	5,059	-	110,636	(105,695)	-	-	10,000	
Community Partnerships	-	-	-	-	-	-	8,333	(5,099)	-	-	3,234	
Our Lives, Our Way	-	-	-	-	-	-	128,135	(142,895)	-	-	5,500	
Peer Support and Advocacy	-	178,660	(178,718)	58	-	-	194,346	(194,346)	-	-	-	
Co-Production Partnership	-	61,060	(56,076)	-	4,984	-	50,000	(54,984)	-	-	-	
Bradford MDC - Live Well and Safe	-	55,374	(44,961)	-	10,413	-	59,797	(70,210)	-	-	-	
RIC Welfare Benefits Advice	-	26,612	(26,612)	-	-	-	25,512	(25,512)	-	-	-	
Equipment	-	-	-	-	-	-	7,675	(7,675)	-	-	-	
Youth Night	-	-	-	-	-	-	2,600	(2,600)	-	-	-	
Partners of Prisoners Project	-	-	-	-	-	-	2,500	(2,500)	-	-	-	
Access to Work	-	-	-	-	-	-	2,100	(2,100)	-	-	-	
Small grants	-	2,500	(2,500)	-	-	-	515	(515)	-	-	-	
The Hub	-	-	-	-	-	-	5,699	(5,699)	-	-	-	
National Lottery COPE	-	8,592	-	-	8,592	-	103,053	(81,645)	-	-	30,000	
Health Messaging	-	-	-	-	-	-	1,500	(1,500)	-	-	-	
Manningham Young Leader	-	-	-	-	-	-	25,551	(25,551)	-	-	-	
Growth and Resilience	-	-	-	-	-	-	2,499	(2,499)	-	-	-	
	40,625	982,083	(934,164)	58	88,602	-	1,298,556	(1,333,164)	-	-	53,994	

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

19 Restricted funds

(Continued)

Activities and services as described in the title of the fund.
 Community Hub was funded by The Clothworkers Foundation.
 Winter Pressures Wellbeing Hub was funded by VCS Alliance.
 Alternative to Respite Care was funded by BMDC,
 Community Partnerships were funded by NHS.
 Our Lives, Our Way was funded by BMDC. Bruce Wake, The Craig Charity for Children, Skipton Building Society and The Boshier-Hinton Foundation.
 Peer Support and Advocacy was funded by BMDC.
 Co-Production Partnerships was funded by BMDC.
 RIC Welfare Benefits Advice was funded by VCS Alliance.
 Equipment was funded by BMDC and DWP.
 Youth Night was funded by Project Rome.
 Partners of Prisoners Project was funded by Bradford Children and Families Trust.
 Access to Work was funded by the Department of Work and Pensions.
 Small grants consists of Christmas 2023 funded by various donations and Coronation celebration from BMDC.
 The Hub was funded by The Esmee Fairburn Foundation.
 Health Messaging was funded by the VCS Alliance.
 Manningham Young Leader was funded by the VCS Alliance.
 Growth and Resilience was funded byTSL Kirklees.

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

20 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Movement in funds		Movement in funds		Balance at 31 March 2024
	Balance at 1 April 2022	Income	Balance at 1 April 2023	Income	
	£	£	£	£	£
Memorial fund	2,500	-	2,500	-	2,500
	<u>2,500</u>	<u>-</u>	<u>2,500</u>	<u>-</u>	<u>2,500</u>
	=====	=====	=====	=====	=====

The Memorial funds are to provide small grants to disabled people and carers in hardship.

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

21 Funds	Balance at 1 April 2022 £	Movement in funds			Movement in funds			Balance at 31 March 2024 £
		Income £	Expenditure £	Transfers £	Income £	Expenditure £	Transfers £	
Restricted Funds	40,625	978,523	(930,604)	58	1,298,556	(1,333,164)	-	53,994
Designated Funds	2,500	-	-	-	-	-	-	2,500
General Funds	3,666	309,242	(260,120)	(58)	149,645	(178,579)	-	23,796
	46,791	1,287,765	(1,190,724)	-	1,448,201	(1,511,743)	-	80,290

22 Analysis of net assets between funds

Fund balances at 31 March 2024 are represented

by:

Tangible assets Current assets/(liabilities)	2024		2023		Total 2024 £	2023		Total 2023 £
	General funds £	Designated funds £	Restricted funds £	Total 2024 £		General funds £	Designated funds £	
	175,785	-	-	175,785	101,350	-	-	101,350
	(151,989)	2,500	53,994	(95,495)	(81,368)	2,500	121,350	42,482
	23,796	2,500	53,994	80,290	19,982	2,500	121,350	143,832

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

23 Operating lease commitments

During the year the charity made payments under non-cancellable operating leases of £14,400 (2022: £14,400). At the reporting end date the Charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024 £	2023 £
Within one year	14,400	14,400
Between two and five years	57,600	57,600
In over five years	43,200	57,600
	<u>115,200</u>	<u>129,600</u>

24 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2024 £	2023 £
Aggregate compensation	<u>80,767</u>	<u>86,111</u>

There were no further related party transactions which require disclosure (2023: None).

25 Cash generated from operations

	2024 £	2023 £
(Deficit)/surplus for the year	(63,542)	97,041
Adjustments for:		
Investment income recognised in statement of financial activities	(282)	(54)
(Gain)/loss on disposal of tangible fixed assets	-	4,551
Depreciation and impairment of tangible fixed assets	31,919	18,071
Movements in working capital:		
Decrease/(increase) in stocks	272	(3,865)
Decrease/(increase) in debtors	40,235	(259)
Increase in creditors	3,052	40,934
Cash generated from operations	<u>11,654</u>	<u>156,419</u>

EQUALITY TOGETHER

England & Wales - Charity number 700084

Accounts

EQUALITY TOGETHER
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

Company Registration No. 02221536 (England and Wales)
Charity Registration No. 700084

EQUALITY TOGETHER

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Gill Bowskill - Chair Alvin Adey - Vice Chair Jenny Scott Lynn Asquith Mohinder Singh Chana Natalie Jovanovic Mathew Ward Andrew Ward Stephanie Smith-Crawshaw (Appointed 25 August 2023) Susan Crowe (Appointed 26 October 2022)
Senior management team	J Griffiths M Nicholson (Chief Executive Officer)
Charity number	700084
Company number	02221536
Principal address	Manningham Mills Community Centre The Silk Warehouse, Lilycroft Road Bradford BD9 5BD
Registered office	Manningham Mills Community Centre The Silk Warehouse, Lilycroft Road Bradford BD9 5BD
Auditor	Alison Whalley FCA Azets Audit Services Ltd Carlton House Grammar School Street Bradford BD1 4NS
Bankers	Unity Trust Bank P O Box 7193 Willenhall WV1 9DG Barclays Bank Plc 10 Market Street Bradford BD1 1EG

EQUALITY TOGETHER

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EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

The Trustees present their report and accounts for the year ended 31 March 2023.

2022/2023 has been yet another momentous year for the organisation. The board of trustees acknowledge the achievements made throughout what has been a very challenging year of service provision.

The board of trustees have overseen the ongoing performance of all services, ensuring that they are maintained and delivered to high standard through this period of considerable change as a result of the ever-increasing economic challenges facing society and are fully satisfied by the quality-of-service provision and outcomes for service users.

The position at 31/03/2023 reflects continued hard work undertaken by the Senior Leadership Team, staff, volunteers, and trustees to secure commissioned grants and contracts into 2023/2024 and beyond. This has been because of an extremely focused and productive programme of service provision, delivery and cost savings. Our achievements reflect of our continuing commitment to partnership working with other like-minded organisations and agencies.

The charity can continue to deliver its activities during the coming year but seriously recognises the need for a further and more significant programme of change to ensure the short to medium term sustainability of the organisation as a result of the ongoing challenges facing society due to the current economic climate which will be our main priority. The charity's assets are adequate to fulfil its obligations, although trustees are aware of the need to increase these to provide a stronger element of protection within the current economic climate.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's Memorandum and Articles of Association, the Companies Act 2006 and "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).

Objectives and activities

A Summary of the Objects of the Charity as set out in its Governing Document.

- a. To provide the relief of all people, primarily those who live in the area of Yorkshire, who by reason of their disability, age, infirmity, sickness, social or economic circumstances, caring responsibilities, or who are socially excluded for other reasons, face barriers to accessing, or have a need of, health, social care or other related community services.
- b. To provide information, advice, support and training, which will enable those people to respond to issues of concern and interest directly related to their care or to help them meet their needs and participate more fully in society and more specifically within their local communities.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

Public Benefit

The Board of Trustees have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

The objective of the charity is to enable people with disabilities living in the Bradford Metropolitan District to achieve a high quality of life and to help them to help themselves to take up some of the same opportunities that non-disabled people have open to them in a modern and integrated society. We have achieved this by continuing to offer free high quality and professional advice and information on welfare benefits, equipment for the needs of daily living within the home, Blue Badge parking, transport issues, education, employment, sport and leisure facilities, housing, health services, volunteering and holiday planning. We assist disabled people, through the provision of information, signposting or advice/representation, to obtain their statutory rights and benefits, and to improve their opportunities and living standards. We have developed a website of useful information for disabled people in the Bradford District and ensure that our service remains free at the point of delivery. In so doing we have served the following charitable purposes described in the Charities Act 2011:

- The prevention or relief of poverty
- The advancement of health
- The relief of those in need, by reason of youth, age, ill-health, disability, financial hardship or other disadvantage

Activities and Services

At: 31 March 2023 Equality Together employed twenty-five paid workers and over thirty active volunteers.

1. Administration
2. Complex Needs Welfare Advice
 - Lot One Complex Needs Welfare Advice
 - Reaching Inequalities in City Welfare Advice
 - Annette Fox Leukaemia Research Fund
 - Bradford Foodbanks Financial Inclusion Project
 - Disability Information & Advice
3. Self & Group Advocacy
 - Self- Empowered Support (Peer Support)
 - Group Advocacy (Voice)
4. Health & Wellbeing
 - Alternatives to Respite "HoliBreak+"
 - Our Lives Our Way (Bradford Innovation Fund Project)
 - Manningham Wellbeing Hub
 - Warm Spaces
5. Independent Living Services
 - Live, Well & Safe (Equipment Demonstration Centre)
 - Social Enterprise Project
 - Sensory Needs Project
6. Training
 - CERTA Training Centre
7. The Co-Production Partnership
 - BMDC Service User Engagement
8. Manningham Mills Community Hub
9. The Role and Contribution of Volunteers

1. Administration

- a. Reception – is responsible for the operation and effective of running of the reception area, including all incoming telephone calls, providing effective first contact and support, volunteers also support the work of the reception team.
- a. Administration Support – a part time administration assistant was responsible for monitoring, compiling records, group advocacy and support to the Board of Trustees.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

2. Complex Needs Welfare Advice

a. Complex Needs Welfare Advice

Specialist and generalist advice about the wide range of state benefits available to disabled people or people with long term health conditions that come under the criteria of "Complex Needs" as defined within the commissioned contract with Bradford Metropolitan District Council (BMDC).

Our service is primarily delivered remotely as designated within the grant commissioning agreement by digital platforms of web chat, WhatsApp & Zoom as well as telephone and email support and some direct face-to-face engagement with service users, we have supported **3,153** individuals, generating **£895,361.90** of actual additional income confirmed by clients, with a more realistic estimated amount of additional income for clients of **£2,685,000.00**.

b. Reaching Inequalities in City Welfare Advice Project

Specialist and generalist advice service in relation to benefits available to vulnerable people directly referred by the Community Connectors, operating fourteen (14) hours per week, this is a sub-contracted service via Bradford VCS Alliance funded by NHS England through Bradford City & Bradford District Clinical Commissioning Groups.

Over the financial year the project has engaged and supported **272** individuals, generating **£790,714.54** of actual additional income.

b. Annette Fox Leukaemia Research Fund Welfare Advice Project

Funded since January 2015, this dedicated project that provides patients suffering from Leukaemia or blood disorders, carers and their families, specialist, and generalist advice in relation to benefits, grants and money advice.

The project in 2022/2023 has engaged and supported **220** individuals and generated **£522,541.08** of additional income.

a. Bradford Foodbanks Financial Inclusion Project

Funded by The Trussell Trust since April 2022, this dedicated project that provides individuals and families accessing Bradford Foodbanks (Central, North & Wyke) affected by the ongoing challenging economic crisis, specialist, and generalist advice in relation to benefits, grants, and money advice.

The project in 2022/2023 has engaged and supported **425** individuals and generated **£434,519.74** of additional income.

a. Wellbeing Network Welfare Advice Project

Specialist and generalist face-to-face advice service in relation to benefits available to vulnerable people directly referred by either Tony Wellbeing Hub & Manningham Wellbeing Hub, operating fourteen (14) hours per week, this is a sub-contracted service via Bradford VCS Alliance funded by Bradford District & Craven Health Care Partnership, Bradford Metropolitan District Council and Partnerships for People & Place.

The project in 2022/2023 has engaged and supported **173** individuals and generated **£28,873.80** of additional income.

a. The Disability Information & Advice Service

Provides both a signposting service to assist disabled people in finding help with reliable and reference checked support services throughout the district, as well as dedicated casework in relation to more focused issues within Health & Wellbeing.

The project operates 7 hrs per week and in 2022/2023 has engaged and supported **40** individuals.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

g) Income Generated

Over the financial year of 2022/2023, Equality Together through provision within both Complex Needs Welfare Advice, The Annette Fox Leukaemia Research Fund Welfare Advice, Bradford Foodbanks Financial Inclusion, and the Wellbeing Network Welfare Advice Projects have successfully supported individuals (disabled people and carers that come under the criteria of complex needs) from across the District of Bradford to gain over **£2,672,109.00** additional income.

The Lot One Complex Needs Welfare Advice Consortia

Partners including Age UK Bradford & District, Cancer Support Yorkshire, Citizens Advice Bradford & Airedale/Bradford Law Centre, and Girdlington Advice & Training Centre have jointly supported **6,512** clients from across the Metropolitan District of Bradford to gain over **£5,500,000.00** additional income within the financial year of 2022/2023.

3. Self & Group Advocacy

- Self-Advocacy - Empowered Support (Peer Support)

Primarily delivered by disabled people for disabled people our "Peer Support Workers" who are "Peoples with Direct Lived Experience" have supported and empowered clients over the past twelve months that face many complex situations within life. This service provides everyone with six sessions in which clients are supported to identify and prioritise issues and concerns then through a focused empowered approach find long term solutions.

- Group Advocacy

The team works with disabled people, carers and other people who use a variety of health, housing & social care services. We work with people, using community development principles so that they can influence the improvement and development of the services they use, often working together with partners from the statutory sector. We also support people to come together to work influence change and campaign around issues that are important to them.

The groups we currently we facilitate, and support include: -

- 1, Disabled People's Action Group (formally the Disabled People's Forum)
- 2, Speakout Bradford & District (formally the Service Users Involvement Group)
- 3, Black Health Forum
- 4, Bradford Association of Visually Impaired People (BAVIP)

The project engaged and supported **1,141** individuals.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

4. Health & Wellbeing

a. Alternative to Respite (HoliBreak+)

Commissioned by Bradford Metropolitan District Council for three years commencing as from 01.02.2021, replacing two former funded programmes of the "Disabled Peoples Holiday & Recreational Support Service and The Carers Holiday Project".

Holibreak+ has delivered a completely new and fresh approach to respite provision for carers and disabled people. We have a comprehensive interactive website of UK & Worldwide destinations, accommodation and activities which provide choice for the individual. The delivery approach is a dedicated "Support Planning Service" that enables individuals in receipt of a personal budget or NHS Continuing Care budget with an amount built in for Respite Care, or a self-funder to find either a holiday, short break, day trip or activity.

The project engaged and supported **683** individuals.

c. Our Lives Our Way (Bradford Innovation Fund Project)

Commissioned by Bradford Metropolitan District Council for three years commencing as from 09.08.2020, this programme sees Equality Together as the lead and accountable organisation of a consortia including Bradford People First (BPF), Bradford Talking Media (BTM) and People First Keighley & Craven (PFKC).

This programme provides a perfect opportunity for people with disabilities to work together in an innovative new group to be supported to make their own choices and shape what they would like to do. In which we offer more tailored opportunities or alternative activities supported by their personal budgets, part of this project is to support the individual with life skills coaching and confidence boosting.

Our partnership project employs 4 part time staff (1 x project co-ordinator based with Equality Together plus 3 x part-time workers based at BTM, Bradford People First or People First Keighley & Craven) - each are disability trained and experienced programme workers who support people across the week using a mixture of 1 to 1 session's and within small working groups. Our approach is to use a varied range of accessible formats for people with lived experience of disability; in the aim of enabling them to explore their chosen areas of interest. Based upon previous findings from social worker surveys, could include employment opportunities- volunteering-social activities such as -cinema or socialisation, sporting activities- days out or clubs.

The opportunities are completely guided by the working groups, so this list is not exhaustive and are ultimately be steered by the wishes and wants of the participants.

Individuals are directly referred into the programme by social workers, everyone is assigned a dedicated programme to support their journey. The project has engaged and supported **50** individuals via a mixture of digital platforms (Zoom) as well in person one-to-one and working group sessions.

Our working groups sessions area focused upon: -

- Confidence & Capacity Building
- Trips & Travel
- Health & Wellbeing
- Employment
- Social Media & Vlogging

c. Manningham Wellbeing Hub

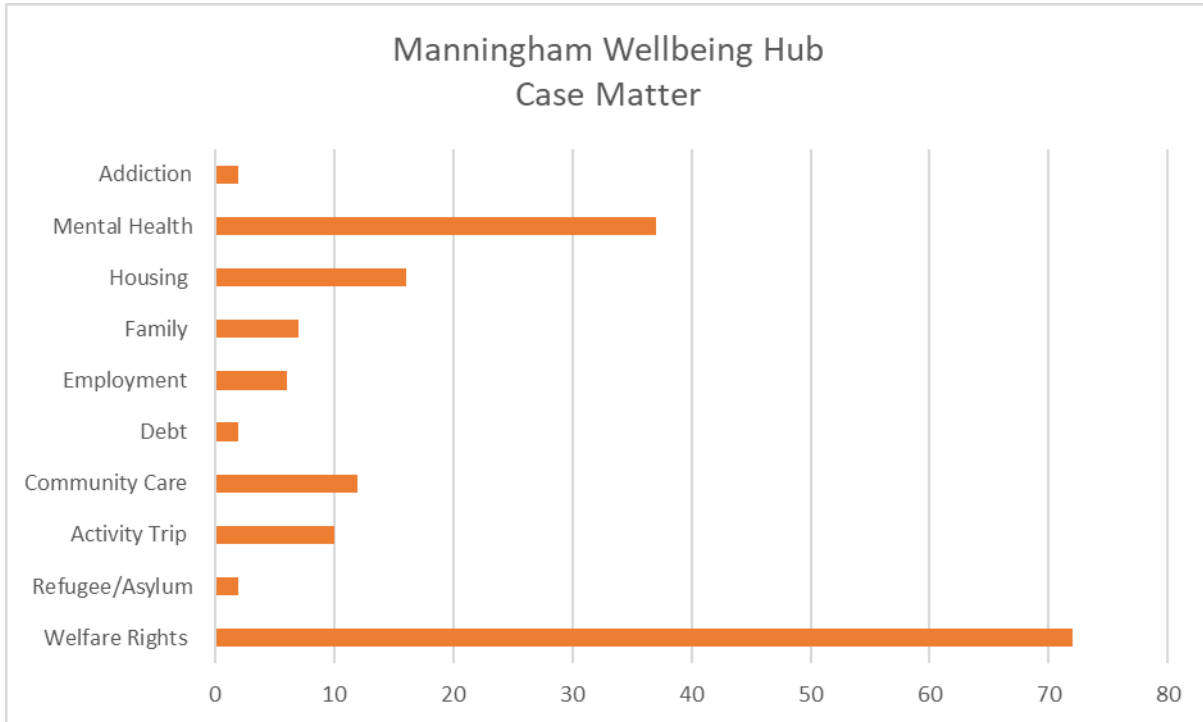
Manningham Wellbeing Hub commissioned contract began in May 2022, we are part of Bradford's Wellbeing Network, made up of 6 Wellbeing Hubs based across the district, 7 core service providers and 8 out of hours providers. The initial phase of mobilisation concentrated on the co-ordination of core service providers, embedding these into the 6 Wellbeing Hubs. Service delivery commenced in the summer of 2022, with all service providers being were in place and actively delivering services from Manningham Wellbeing Hub as from September.

Services include: - Welfare Advice (Equality Together), Mental Health Support (Missing Peace), Addiction Support (The Bridge Project), Domestic Abuse Support (Staying Put), Carers Support (Carers Resource), Refugee/Asylum Seeker Support (Refugee Action) and Physical Health (NLB Fitness).

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

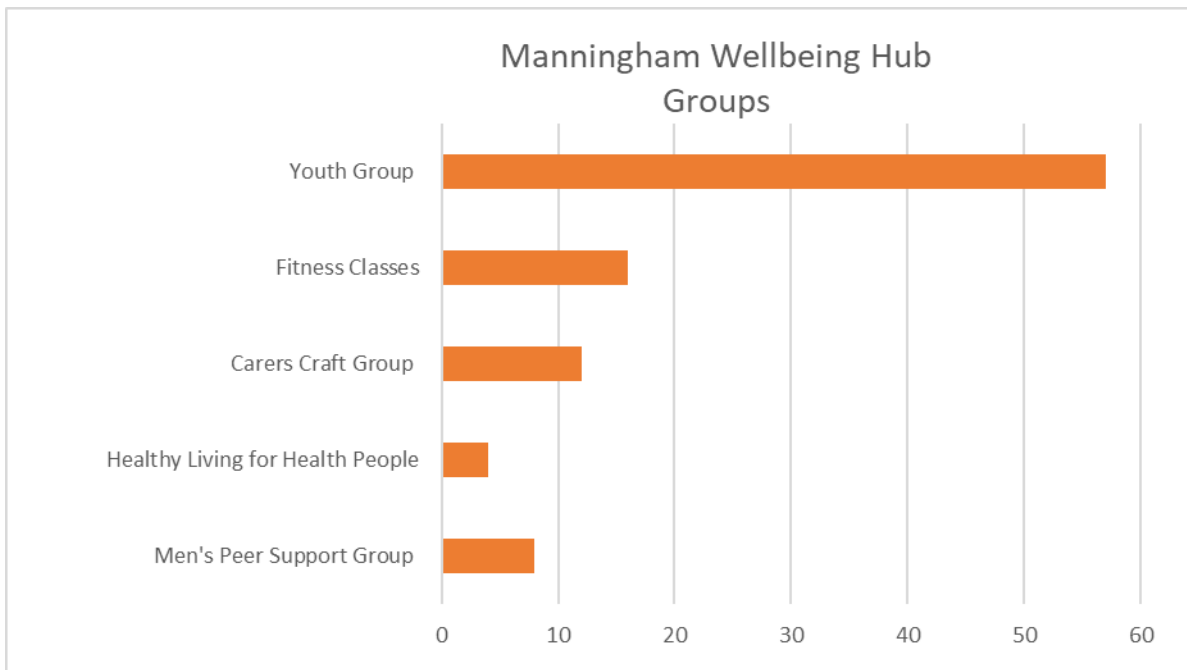
Total No. of people engaged (May 2022 to March 2023): **256**, of which **159** individuals have been supported on a one-one basis with a total of **166 cases and 546 interventions**.



97 Individuals have accessed group activities/ support through Manningham Wellbeing Hub.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023



In January 2023 we launched a Youth Group, which sees 57 young people attended this group. As well as a range of activities, the group explored issues relating to poverty and mental health that were discussed and addressed through both individual and group Peer Support. We provided hot meals and a warm space for the group, combined with access to wider service provisions for young people and their families.

- Warm Spaces

Funded jointly by Bradford Metropolitan District Council and Equality Together, Warm Spaces are a place where people can gather for free in a safe, secure, and friendly place, having access to hot refreshments and some company. As part of a network of community facilities and libraries operated by voluntary, community and social enterprise organisations to provide Warm Spaces throughout the district, venues are open to anyone struggling with the rise in the cost of living. Warm Spaces are totally free to use and are open to everyone.

At Manningham Mills Community Centre, we offered hot drinks, biscuits, fruit, soup, newspapers, books, board games and free wi-fi, which enabled people of all ages, access to a Warm Space that was safe, friendly, and comfortable plus allowing young people to spend time reading, studying, or chatting with others.

From opening the programme in late 2022 until the end of March 2023, over **500** individuals accessing the centre many times.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

5. Live Well & Safe (Independent Living Service)

a. Equipment Demonstration Centre

The service provides an extensive range of aids, adaptations, and equipment to support the needs of disabled people or individuals suffering with a long-term illness/condition enabling more self-independence and control within their own environment.

To support the needs of disabled people, individuals with long term illness/condition or professionals in gaining greater awareness of aids, adaptations, and equipment that in turn will meet the needs of clients. "Gadget Roadshows" have been undertaken at various community group meetings, events, exhibitions, and conferences throughout the district.

d. Social Enterprise

Clients can see in action or trail physical or sensory needs aids, adaptations & equipment, purchases can be made via our own in-house sales team or signposted to another local dealer.

d. Sensory Needs Project

Commissioned by Bradford Metropolitan District Council this service empowers and enables partly sighted and hearing-impaired individuals by the provision of information, advice and signposting plus providing practical one to one support regarding aids, adaptations, and equipment in relation to "Sensory Needs".

Over the past twelve months the Live Well & Safe Team as supported **953** individuals.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

6. Training

a. Certa Training Centre

As a recognised and accredited training centre for Certa, Equality Together has been exploring new areas of accredited training programs that will develop the skills and knowledge of students which in turn will enhance their individual employability opportunities or raise their personal confidence and aspirations.

e. Training Programmes

The organisation delivers a diverse range of training programmes in relation to: -

- Equality, Diversity & Inclusion
- Unconscious Bias
- The Equality Act
- The Care Act
- Disability Awareness
- Peer Support

Over the past twelve months, we have engaged and trained **180** individuals.

7. The Co-production Partnership

The first year of the Co-Production Partnership saw solid foundations being laid. During this time the Partnership hosted three district wide events, established four working groups, and engaged with dozens of disabled people's organisations and over 200 disabled people.

We started our work with the Building a Co-Production Partnership event in July. This brought together disabled people, carers, commissioners, and service providers. We were pleased that around 140 people attended. The event set out the principles for our co-production work. Our aim is to work with people with a range of disabling conditions and ensure we are working across the whole of the Bradford district.

This was followed by an event in September which set looked at how to establish a Partnership Board as well as the priorities for the Partnership. These were: access to services, accessible information, day services and independence & choice.

The workstreams brought together disabled people with people from the local authority and other key partners. They all began work which has been ongoing throughout 2023.

Access to services: the focus for the access to services group has been looking at how people with neurodiverse conditions access mainstream services, such as health, leisure and culture.

Accessible information: working with the team updating Bradford Council's Connect to Support website. This work focused on how the website could be made accessible to as many people as possible.

Day Services: We held several meetings and a district wide event looking at what is needed from day services. This was particularly in the context of Bradford Council working on re-commissioning learning disability day services.

Independence and Choice: We supported the work being undertaken by Bradford Council in re-commissioning home care support services.

Towards the end of this period, we held the first meeting of the Co-Production Partnership Board. This brought together representatives from a range of disabled people's organisations and commissioners to oversee the work of the Partnership.

We have had over **300 people** attend our events and meetings. We estimate that between 220 to 250 of these were disabled people.

We have built a database of **80 organisations** which support disabled people. **44** of these organisations have actively been involved in the work of the partnership.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

8. Manningham Mills Community Hub

To support new areas of income generation for the charity, in late 2021 the organisation set up and opened the 1838 Thrift Shop (Charity Shop), to support the local community with access to affordable nearly new clothing, shoes, electrical goods, homeware, toys, books, games and CD's plus providing a new and needed form of additional income.

Following the opening of the shop and a series of Community Engagement Events, insight and feedback was gained that highlighted the need for the building primarily The Silk Hall, to be made available for events and parties on an evening and weekends, as well as being urged to re-open the Coffee Shop and operate the centre as a community hub.

We gained additional support from Made in Manningham (managed by Participate) funded by Power to Change, that provided community business development and coaching to Hub staff to further develop and expand our trading offer (1838 Thrift Shop, Room/Event Hire), and through the provision of a seed grant, saw the initial trial and launch of Listers Coffee Shop with the aim to formally register Manningham Mills Community Hub as a company limited by guarantee in the coming financial year of 2023/2024.

Manningham Mills Community Hub (MMCH) would be part of the Equality Together Group, with membership to the Board of Directors of MMCH comprising of 2 trustees from Equality Together and 6 local stakeholder directors, who in turn will strategically and operationally manage MMCH.

9. The Role & Contribution of Volunteers

- a. Volunteers help make an appropriate and significant contribution to the work and service objectives of Equality Together (ET). They put their experience, knowledge, and skills at our disposal, free of charge, with the primary aim of helping us achieve our service objectives and thereby bring benefit to the local community. Each volunteer has a role description, outlining specific tasks, responsibilities, and reporting lines of the volunteer. All volunteers receive a planned induction to organisation and of the various services delivered within ET, regular supervision and support sessions, and positive feedback on their contribution. Volunteers lend support in many areas of the organisation's work: reception, welfare rights, and information services and within equipment demonstration centre. Dependent upon their requirements, they benefit from work experience in a busy office, training to most office skills, full travelling expenses, a pleasant and friendly team to work with, up to date PCs with word processing and database software, and the opportunity to contribute to a worthwhile cause.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

Achievements and Performance of the Charity

Over the past twelve months we have continued to deliver a core range of services combined with exploring new areas of development that in turn will support the aims of objectives of the charity as well as provide additional and needed forms of income. Throughout the year this was made very clear that without additional new avenues of income generation, project funding being secured or in year savings, we were at risk of not having sufficient resources to meet our obligations to staff and those who use the services we provide. This has again brought into sharp focus because of the ongoing economic climate and the challenges that society is facing and the impact this may have on funding from the Public Sector.

The profile of Equality Together has been again raised through the further development of all services within the organisation but also via networking in attending, supporting and leading various virtual and in person events throughout the year in relation to our core operations and the districts response to the ongoing challenges facing residents because of the economic crisis.

As a result of the profile Equality Together as a disabled peoples user led organisation and its position as a valued part of the voluntary and community sector in the district, two locally based registered charities upon the process of dissolution made the resolution to donate funds to Equality Together to support our ongoing work in providing needed and valued services to disabled people, carers and their families, which was greatly received. Our sincere thanks go to the Trustees of both SCOPE Bradford & District and Sing from the Heart.

Client satisfaction and feedback is vital to the ongoing provision of services ensuring that they both meet the expectations of service users but are people centred. Feedback forms and surveys are sent to all our clients (service users), that highlights that most of our clients were more than happy with the service provided, across all departments and services delivered. No clients expressed dissatisfaction with the service. **5%** were very satisfied and **95%** satisfied. Many of our clients found that the information they received was easy to understand and that we were good at keeping them informed of progress. When asked if they would recommend our services to other people **90%** of clients said they were certain to, and **10%** said they were likely to.

We continue (subject to funding constraints) to distribute publicity leaflets to all clients, statutory service providers (local authority) community resource facilities, care homes, GP surgeries, hospitals, pharmacists, NHS Direct, local support groups, and organisations.

We have interactive websites, (including webchat) both for Equality Together and Holibreak+ which can be viewed, we can also be followed on social media i.e., Facebook, Instagram & Twitter: -

Websites:

<https://www.equalitytogether.org.uk> (including webchat)

<https://www.holibreakplus.org.uk>

<https://www.ourlivesourway.org.uk>

Facebook:

<https://www.facebook.com/equalitytogether>

<https://www.facebook.com/holibreak+>

<https://www.facebook.com/1838ThriftStore>

<https://www.facebook.com/OurLivesOurWay>

Instagram:

<https://instagram.com/equalitytogetherbradford>

Twitter:

<https://www.twitter.com/EqualityTo>

Live Well & Safe will be launching new interactive websites before the end of the calendar year of 2023.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

Financial review

Policies on Reserves

The Board of Trustees consider that they should review the level of reserves held by the charity at regular intervals. The charity's unrestricted free reserves, which have not been designated for specific use, stood at £26,649. The Board of Trustees feel that reserves should equate to approximately four months running costs, currently £336,000, to ensure that adequate resources are available to allow continued furtherance of the objects of the charity in the event of temporary shortfall in incoming resources while alternative funds are sought. The management committee believe that holding adequate funds to cover four months operating costs would allow for an orderly winding up of the organisation and would also enable the organisation to be able to meet its obligations towards staff and creditors in the event of there being no possibility of securing alternative longer-term funding. The current reserves fall short of this target.

The reserves policy will be reviewed upon an annual basis as part of our ongoing due diligence process.

Availability and adequacy of assets of each of the funds

The board of trustees is satisfied that the charity's assets in each fund are available and adequate to fulfil its obligations in respect of each fund.

Principal funding sources and how expenditure in the year under review has supported the key objectives of the charity

The main sources of income have been from Bradford Metropolitan District Council and from Bradford District & Craven Health & Care Partnership. The charity also received/used funding from a number of independent charitable trusts. It also generated its own income, principally through small equipment sales and wheelchair hire.

Transactions and Financial position

The financial statements are set out on pages 21-41. The financial statements have been prepared implementing of the Statement of Recommended Practice for Accounting and Reporting by Charities issued by the Charity Commission for England and Wales (revised in October 2019).

The Statement of Financial Activities shows a total incoming resource of £1,287,765 (2022 £990,336) and a total resources expended of £1,151,444 (2022 £1,008,338), resulting in a income for the year of £97,041 (2022 - £18,002 deficit).

The total reserves at the year-end stand at £143,832 (2022 - £46,791).

Free unrestricted, undesignated reserves, excluding fixed assets amounted to £52,730 (2022 - £3,666, less fixed assets, deficit £58,855)

Designated funds amounted to £2,500 (2022 - £2,500).

The Trustees have assessed the major risks to which the Charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

Strategic Plans for the Future

Financial

- To continue to identify and implement cost savings across the organisation.
- To achieve break even position at year end or small profit.
- To further develop internal systems and process that meet organisational and statutory requirements.
- To develop and embrace a plan for the effective distribution of income for Equality Together as a whole.
- To identify and access new and additional funding streams.
- To explore new investment opportunities.

Operational and Business Planning

- To review upon an annual basis all processes, within Equality Together to ensure a consistency in approach across the organisation.
- To continue to monitor and review policies and procedures including compliance, success and areas of development for effectiveness and efficiency within the organisation.
- To further develop the operational brand which is recognised as Equality Together.
- To develop a full marketing and communications strategy to ensure that Equality Together is recognised as a leading organisation within the local area and communities for support and information.
- To continue partnership working within funding programmes.
- To review upon a monthly basis external income generations streams, fundraising targets, approaches, tasks, and procedures to ensure maximum opportunities for the organisation.
- To develop and implement a skills analysis of all volunteers to ensure that they are utilised effectively.

Clients

- To ensure that all our services are accessible to clients embracing digital platforms.
- To capture and analyse client feedback on services and needs.
- To expand upon our person-centred approach of both remote and face-to-face interaction within the communities.
- To assist clients in moving towards self-management of their needs by providing appropriate services and support.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

Volunteers

- To invest in Equality Together volunteers through recruitment, training and development.
- To further develop the supervision policies for face-to-face volunteers.

Staff

- To continue and further develop strategies to support the staff team in relation to their individual mental health and well-being.
- To review and measure the effectiveness of the staff induction process, making changes as appropriate.
- To continue to capture staff feedback on the organisation and change.
- To provide a positive environment to motivate and engender positive cultural change programmes.
- To continue to develop a consistent single team approach across the organisation.
- To continue to have effective policies and procedures to underpin everything that we do.
- To develop a robust bi-annual appraisal system that meets the needs of the organisation and staff and includes opportunities for development and CPD.

External Income Generation & Fundraising

- To develop an effective fundraising strategy to increase the level of fundraising income into the organisation.
- To continue and further develop a strong base of residual income opportunities by the
- To widen the scope of events to include Small to Medium sized Enterprises (SME's), other public sector organisations and large corporates.
- To stimulate community engagement and involvement through a series of regular small events, (Festivals, fairs; fetes; coffee mornings) and traditional calendar/seasonal events as part of our core fundraising

Governance

- To recruit 3 new members with financial, marketing and client lived experience.
- To further enhance the Board's governance structure.
- To hold workshops on topics such as risk management, customer feedback and business planning

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) **FOR THE YEAR ENDED 31 MARCH 2023**

Structure, governance and management

The Charity is a company limited by guarantee and registered with the Charity Commission. The charitable company is governed by its articles of association dated 31 July 1987 and updated 6 July 2015.

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Gill Bowskill - Chair	
Alvin Adey - Vice Chair	
Jenny Scott	
Lynn Asquith	
Mohinder Singh Chana	
Natalie Jovanovic	
Balu Iad	(Resigned 24 February 2023)
Mathew Ward	
Andrew Ward	
Stephanie Smith-Crawshaw	(Appointed 25 August 2023)
Susan Crowe	(Appointed 26 October 2022)

At each Annual General Meeting one third of the management committee retire by rotation and subject to eligibility may be re-elected.

None of the members of the board has any beneficial interest in the company. All of the members of the management committee are members of the company and guarantee to contribute £1 in the event of a winding up.

Indemnity insurance has been taken out during the year and is included in the insurance costs.

It is the Charity's aim to have a balanced board both in terms of skills and experience and also being representative of the client group using the service. It is the policy to have at least 51% of members with disabilities. This then informs recruitment to the board in terms of where and how the charity should advertise. The charity has a formal process for the recruitment, appointment and training of management committee members.

Overall responsibility for the running of the service lies with the Trustee Board, a body of no less than four and no more than twelve people, the majority of whom must have some form of disability. The Board of Trustees sets policy and direction for the organisation and meets bi-monthly. Urgent decisions can be taken by the Executive Sub Group (a sub group of the Board of Trustees, made up of Chair, Vice-Chair and Treasurer), which can meet at short notice when urgent decisions are required. Any action taken by this 'executive' committee must be reported to the full Trustee Board at the earliest opportunity.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

To support the smooth running of the organisation, two sub boards meet upon a bi-monthly basis in order to be able to consider in detail and comment on both the performance and financial position of the organisation:

- The Development & Performance Sub Board was chaired by Alvin Adey
- The Finance & Resources Sub Board was chaired by Andrew Ward
- The Performance Sub Board was chaired by Mohinder Singh Chana

This model of operation will be maintained as part of the governance structure of Equality Together.

The CEO is responsible for all aspects of the day-to-day operational delivery and strategic development of the organisation, supported in turn by the Operations Manager and Finance Manager forming the Senior Leadership Team (SLT).

- Mark Nicholson, Chief Executive Officer
- Jill Griffiths, Operations Manager
- Christopher Elliott, Finance Manager

The Board of Trustees as part of its business has conducted its own risk review of the major risks to which the charity is exposed and is satisfied that systems are in place to minimise those risks.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime under the Companies Act 2006.

Auditor

In accordance with the company's articles, a resolution proposing that Azets be reappointed as auditor of the company will be put at a General Meeting.

The Trustees' report was approved by the Board of Trustees.

DocuSigned by:

Gill Bowskill

8721C5E52C2C4EE
Gill Bowskill - Chair

Trustee

Dated: 21 December 2023

EQUALITY TOGETHER

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2023

The Trustees, who are also the directors of Equality Together for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then 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 Charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the Charity 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 Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

EQUALITY TOGETHER

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF EQUALITY TOGETHER

Opinion

We have audited the financial statements of Equality Together (the 'Charity') for the year ended 31 March 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees' report; or
 - sufficient accounting records have not been kept; or
 - the financial statements are not in agreement with the accounting records; or
 - we have not received all the information and explanations we require for our audit.
-

EQUALITY TOGETHER

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF EQUALITY TOGETHER

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities, the Trustees, who are also the directors of the Charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

EQUALITY TOGETHER

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF EQUALITY TOGETHER

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:

Alison Whalley

BC2221165F424D2...

Alison Whalley (Senior Statutory Auditor)
for and on behalf of Azets

21 December 2023

Chartered Accountants
Statutory Auditor

Carlton House
Grammar School Street
Bradford
BD1 4NS

Azets is eligible for appointment as auditor of the Charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

EQUALITY TOGETHER

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total Unrestricted funds 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Income from:							
Donations and legacies	3	211,783	8,592	220,375	-	71,621	71,621
Charitable activities	4	41,015	969,931	1,010,946	39,082	846,280	885,362
Other trading activities	5	56,390	-	56,390	33,353	-	33,353
Investments	6	54	-	54	-	-	-
Total income		309,242	978,523	1,287,765	72,435	917,901	990,336
Expenditure on:							
Raising funds	7	-	39,280	39,280	-	10,560	10,560
Charitable activities	8	260,120	891,324	1,151,444	92,662	905,116	997,778
Total resources expended		260,120	930,604	1,190,724	92,662	915,676	1,008,338
Net incoming/(outgoing) resources before transfers		49,122	47,919	97,041	(20,227)	2,225	(18,002)
Gross transfers between funds		(58)	58	-	-	-	-
Net income/(expenditure) for the year/ Net movement in funds		49,064	47,977	97,041	(20,227)	2,225	(18,002)
Fund balances at 1 April 2022		6,166	40,625	46,791	26,393	38,400	64,793
Fund balances at 31 March 2023		55,230	88,602	143,832	6,166	40,625	46,791

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

EQUALITY TOGETHER

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023		2022	
		£	£	£	£
Fixed assets					
Tangible assets	14		101,350		62,521
Current assets					
Stocks	15	5,627		1,762	
Debtors	16	123,604		123,345	
Cash at bank and in hand		113,272		18,250	
		242,503		143,357	
Creditors: amounts falling due within one year	17	(200,021)		(159,087)	
Net current assets/(liabilities)			42,482		(15,730)
Total assets less current liabilities			143,832		46,791
Income funds					
Restricted funds	19		88,602		40,625
<u>Unrestricted funds</u>					
Designated funds	20	2,500		2,500	
General unrestricted funds		52,730		3,666	
			55,230		6,166
			143,832		46,791

The notes on pages 24 to 41 form part of these financial statements.

The director acknowledges her responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 21 December 2023

DocuSigned by:

Gill Bowskill

8721C5E52C2C4EE
Gill Bowskill - Chair

Trustee

Company registration number 02221536

EQUALITY TOGETHER

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	25		156,419		(62,869)
Investing activities					
Purchase of tangible fixed assets		(61,449)		(55,660)	
Proceeds from disposal of tangible fixed assets		(2)		1,377	
Investment income received		54		-	
Net cash used in investing activities			(61,397)		(54,283)
Net cash used in financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			95,022		(117,152)
Cash and cash equivalents at beginning of year			18,250		135,402
Cash and cash equivalents at end of year			<u>113,272</u>		<u>18,250</u>

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

Charity information

Equality Together is a private company limited by guarantee incorporated in England and Wales. The registered office is Manningham Mills Community Centre, Lilycroft Road, Bradford, BD9 5BD.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's [governing document], the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The Charity is a Public Benefit Entity as defined by FRS 102.

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

The accounts have been prepared on the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Charitable funds

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

Designated funds comprise funds which have been set aside at the discretion of the Trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

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

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

1.4 Incoming resources

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

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

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

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.5 Resources expended

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

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 include central functions and are allocated to activity cost categories on a basis of employee hours split between the funds.

Grants payable are payments made to third parties in the furtherance of the charitable objectives. Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the Statement of Financial Activities once the recipient of the grant has provided the specific service or output.

Grants payable without performance conditions are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to the grant which remain in the control of the charity.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	
Short leasehold land and buildings	Over the life of the lease
Leasehold improvements	Over 10 years
Fixtures and fittings	25% straight line
Computers	25% straight line
Equipment Hire	20% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.8 Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

1.9 Cash and cash equivalents

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

1.10 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

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

Basic financial liabilities

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

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

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

Derecognition of financial liabilities

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

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.11 Employee benefits

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

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

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due. Pension costs are allocated between funds based on employee hours.

2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

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

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Restricted funds
	2023	2023	2023	2022
	£	£	£	£
Donations and gifts	167,890	-	167,890	-
Grants	43,893	8,592	52,485	71,621
	<u>211,783</u>	<u>8,592</u>	<u>220,375</u>	<u>71,621</u>
Grants receivable for core activities				
Bradford Metropolitan District Council	-	-	-	20,000
Community Action	-	-	-	7,400
Garfield Weston	13,333	-	13,333	-
Department of Health and Wellbeing	1,500	-	1,500	18,065
Power to Change	15,000	-	15,000	-
National Lottery	8,000	8,592	16,592	-
Small Grants	6,060	-	6,060	-
Kickstart	-	-	-	18,906
Made in Manningham	-	-	-	5,500
The Craig Charity for Children	-	-	-	750
The Neighbourly Foundation	-	-	-	1,000
	<u>43,893</u>	<u>8,592</u>	<u>52,485</u>	<u>71,621</u>

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

4 Charitable activities

	Disability Advice and Information	Live Well and Safe	Winter pressures	Alternative to Self and Group Respite Care	Self and Group Advocacy	Total	Disability Advice and Information	Live Well and Safe	Alternative to Self and Group Respite Care	Self and Group Advocacy	Total
	2023	2023	2023	2023	2023	2023	2022	2022	2022	2022	2022
	£	£	£	£	£	£	£	£	£	£	£
Sale of goods and services	9,735	-	-	-	-	9,735	25,566	-	-	-	25,566
Grants	528,718	55,374	113,379	93,800	178,660	969,931	529,465	51,983	93,800	171,032	846,280
Primary purpose trading	18,003	13,277	-	-	-	31,280	7,562	5,954	-	-	13,516
	<u>556,456</u>	<u>68,651</u>	<u>113,379</u>	<u>93,800</u>	<u>178,660</u>	<u>1,010,946</u>	<u>562,593</u>	<u>57,937</u>	<u>93,800</u>	<u>171,032</u>	<u>885,362</u>
Analysis by fund											
Unrestricted funds	27,738	13,277	-	-	-	41,015	33,128	5,954	-	-	39,082
Restricted funds	528,718	55,374	113,379	93,800	178,660	969,931	529,465	51,983	93,800	171,032	846,280
	<u>556,456</u>	<u>68,651</u>	<u>113,379</u>	<u>93,800</u>	<u>178,660</u>	<u>1,010,946</u>	<u>562,593</u>	<u>57,937</u>	<u>93,800</u>	<u>171,032</u>	<u>885,362</u>

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

4 Charitable activities (Continued)

	Disability Advice and Information	Live Well and Safe	Winter pressures	Alternative to Respite Care	Self and Group Advocacy	Total 2023	Disability Advice and Information	Live Well and Safe	Alternative to Respite Care	Self and Group Advocacy	Total 2022
	2023	2023	2023	2023	2023		2022	2022	2022	2022	
	£	£	£	£	£	£	£	£	£	£	£
Performance related grants											
Bradford Metropolitan District Council	233,203	-	-	-	178,660	411,863	239,786	-	-	171,032	410,818
Annette Fox Leukemia Research Fund	37,342	-	-	-	-	37,342	40,592	-	-	-	40,592
BMDC Innovation	120,000	-	-	-	-	120,000	120,000	-	-	-	120,000
RIC Welfare Benefits Advice	26,612	-	-	-	-	26,612	21,988	-	-	-	21,988
BMDC Live Well and Safe	13,750	55,374	113,379	-	-	182,503	-	51,983	-	-	51,983
BMDC Alternative to Respite Care	-	-	-	93,800	-	93,800	-	-	93,800	-	93,800
Stronger Communities	-	-	-	-	-	-	97,999	-	-	-	97,999
Inspired Neighbourhoods	-	-	-	-	-	-	9,100	-	-	-	9,100
Inclusion London	-	-	-	-	-	-	-	17,000	-	-	17,000
Co-production partnership	60,000	-	-	-	-	60,000	-	-	-	-	-
Bradford Foodbank Welfare advice	37,811	-	-	-	-	37,811	-	-	-	-	-
	<u>528,718</u>	<u>55,374</u>	<u>113,379</u>	<u>93,800</u>	<u>178,660</u>	<u>969,931</u>	<u>529,465</u>	<u>51,983</u>	<u>93,800</u>	<u>171,032</u>	<u>846,280</u>

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

5 Other trading activities

	Unrestricted funds	Unrestricted funds
	2023 £	2022 £
Room hire	56,390	33,353

6 Investments

	Unrestricted funds	Unrestricted funds
	2023 £	2022 £
Interest receivable	54	-

7 Raising funds

	Restricted funds	Total
	2023 £	2022 £
<u>Fundraising and publicity</u>		
Fundraising	39,280	10,560
	39,280	10,560

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

8 Charitable activities

	Disability Advice and Information 2023 £	Live Well and Safe 2023 £	Winter pressures 2023 £	Alternative to Respite Care 2023 £	Self and Group Advocacy 2023 £	Total 2023 £	Disability Advice and Information 2022 £	Live Well and Safe 2022 £	Alternative to Respite Care 2022 £	Self and Group Advocacy 2022 £	Total 2022 £
Staff costs	216,306	37,131	37,330	44,004	61,104	395,875	126,966	34,970	60,088	56,824	278,848
Other staff costs	8,553	267	195	48	383	9,446	11,728	40	10	472	12,250
Volunteer costs	386	-	-	-	252	638	92	-	-	504	596
Project delivery Consortium payments	(50,253)	4,980	50,253	34,128	5,469	44,577	103,058	394	2,983	8,052	114,487
Purchases	185,166	-	-	-	110,575	295,741	206,075	-	-	103,258	309,333
	24,024	-	-	-	-	24,024	1,179	8,643	-	-	9,822
	<u>384,182</u>	<u>42,378</u>	<u>87,778</u>	<u>78,180</u>	<u>177,783</u>	<u>770,301</u>	<u>449,098</u>	<u>44,047</u>	<u>63,081</u>	<u>169,110</u>	<u>725,336</u>
Share of support costs (see note 9)	326,282	2,583	-	20,561	935	350,361	175,634	18,389	25,029	27,060	246,112
Share of governance costs (see note 9)	30,782	-	-	-	-	30,782	24,630	418	621	661	26,330
	<u>741,246</u>	<u>44,961</u>	<u>87,778</u>	<u>98,741</u>	<u>178,718</u>	<u>1,151,444</u>	<u>649,362</u>	<u>62,854</u>	<u>88,731</u>	<u>196,831</u>	<u>997,778</u>
Analysis by fund											
Unrestricted funds	260,120	-	-	-	-	260,120	87,924	4,738	-	-	92,662
Restricted funds	481,126	44,961	87,778	98,741	178,718	891,324	561,438	58,116	88,731	196,831	905,116

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

8 Charitable activities

(Continued)

<u>741,246</u>	<u>44,961</u>	<u>87,778</u>	<u>98,741</u>	<u>178,718</u>	<u>1,151,444</u>	<u>649,362</u>	<u>62,854</u>	<u>88,731</u>	<u>196,831</u>	<u>997,778</u>
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EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

9 Support costs

	Support costs	Governance costs	2023	Support costs	Governance costs	2022
	£	£	£	£	£	£
Staff costs	103,096	-	103,096	106,026	-	106,026
Depreciation	18,071	-	18,071	12,213	-	12,213
Loss on disposal of tangible fixed assets	4,551	-	4,551	-	-	-
Establishment costs	116,562	-	116,562	65,675	-	65,675
Office costs	72,666	-	72,666	43,330	-	43,330
Travel	3,790	-	3,790	179	-	179
Sundry	219	-	219	2,099	-	2,099
Advertising and publicity	8,440	-	8,440	8,724	-	8,724
Bank charges	2,059	-	2,059	973	-	973
Professional fees	20,907	-	20,907	6,100	-	6,100
Room hire and meeting costs	-	-	-	793	-	793
Audit fees	-	7,200	7,200	-	3,600	3,600
Accountancy and payroll	-	22,590	22,590	-	22,463	22,463
Trustees expenses	-	992	992	-	267	267
	<u>350,361</u>	<u>30,782</u>	<u>381,143</u>	<u>246,112</u>	<u>26,330</u>	<u>272,442</u>
Analysed between						
Charitable activities	<u>350,361</u>	<u>30,782</u>	<u>381,143</u>	<u>246,112</u>	<u>26,330</u>	<u>272,442</u>

Support costs are allocated based on number of staff hours per activity.

Governance costs includes payments to the auditors of £7,200 (2022- £3,600) for audit fees (independent examination in 2022).

10 Net movement in funds

2023
£

2022
£

Net movement in funds is stated after charging/(crediting)

Fees payable to the company's auditor for the audit of the company's financial statements	7,200	3,600
Depreciation of owned tangible fixed assets	18,071	11,886
Loss on disposal of tangible fixed assets	4,551	327
	<u>29,822</u>	<u>15,813</u>

11 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the current or previous year. 2 (2022: 5) trustees were reimbursed travel expenses totalling £992 (2022: £267) during the year.

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

12 Employees

Number of employees

The average monthly number of employees during the year was:

	2023	2022
	Number	Number
Charitable activities	19	15
Management and administration	3	4
	<u>22</u>	<u>19</u>

Employment costs

	2023	2022
	£	£
Wages and salaries	458,732	356,610
Social security costs	32,492	22,643
Other pension costs	7,747	5,621
	<u>498,971</u>	<u>384,874</u>

During the year redundancy costs of £nil were incurred (2022 - £325, one employee). The redundancy costs were limited to those that the Charity was legally obliged to pay.

There were no employees whose annual remuneration was £60,000 or more during the current or prior year.

13 Taxation

As a charity the company is exempt from tax on income falling within part II of the Corporation Tax Act 2010 and on gains falling within s256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objectives. No tax charges have arisen in the charity.

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

14 Tangible fixed assets

	Leasehold improvements £	Fixtures and fittings £	Total £
Cost			
At 1 April 2022	16,267	64,912	81,179
Additions	25,889	35,560	61,449
Disposals	-	(10,176)	(10,176)
	<u>42,156</u>	<u>90,296</u>	<u>132,452</u>
At 31 March 2023	42,156	90,296	132,452
Depreciation and impairment			
At 1 April 2022	422	18,236	18,658
Depreciation charged in the year	1,732	16,339	18,071
Eliminated in respect of disposals	-	(5,627)	(5,627)
	<u>2,154</u>	<u>28,948</u>	<u>31,102</u>
At 31 March 2023	2,154	28,948	31,102
Carrying amount			
At 31 March 2023	<u>40,002</u>	<u>61,348</u>	<u>101,350</u>
At 31 March 2022	<u>15,845</u>	<u>46,676</u>	<u>62,521</u>

Equipment hire and computer equipment are included in fixtures and fittings.

15 Stocks

	2023 £	2022 £
Finished goods and goods for resale	5,627	1,762
	<u>5,627</u>	<u>1,762</u>

16 Debtors

	2023 £	2022 £
Amounts falling due within one year:		
Trade debtors	87,281	79,364
Other debtors	430	3,627
Prepayments and accrued income	35,893	40,354
	<u>123,604</u>	<u>123,345</u>

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

17 Creditors: amounts falling due within one year

	2023 £	2022 £
Other taxation and social security	9,367	6,569
Trade creditors	52,454	81,325
Other creditors	5,399	1,559
Accruals and deferred income	132,801	69,634
	<u>200,021</u>	<u>159,087</u>

18 Retirement benefit schemes

Defined contribution schemes

The Charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the Charity in an independently administered fund.

The charge to profit and loss in respect of defined contribution schemes was £7,746 (2022: £5,621).

Contributions totalling £1,738 (2022: £1,246) were payable to the scheme at the year end and are included in creditors.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**FOR THE YEAR ENDED 31 MARCH 2023****19 Restricted funds**

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			Movement in funds			Transfers	Balance at 31 March 2023
	Balance at 1 April 2021	Incoming resources	Resources expended	Balance at 1 April 2022	Incoming resources	Resources expended		
	£	£	£	£	£	£	£	£
BMDC Advice and information	-	226,536	(226,536)	-	271,514	(258,031)	-	13,483
BMDC Signposter	-	13,250	(13,250)	-	13,250	(13,250)	-	-
Annette Fox Leukaemia Trust	(862)	34,092	(33,230)	-	34,092	(33,967)	-	125
Cancer Support Yorkshire	-	6,500	(6,500)	-	3,250	(3,250)	-	-
Disabled toilet	2,170	-	(2,170)	-	-	-	-	-
YBS - Ipads capitalised	1,165	-	(540)	625	-	(540)	-	85
COVID Community Champions	-	97,999	(97,999)	-	-	-	-	-
BMDC Disability Facilities	-	10,733	(10,733)	-	-	-	-	-
BMDC Innovation for User Led Organisations	20,125	120,000	(110,125)	30,000	120,000	(129,740)	-	20,260
BMDC Alternative to Respite Care	4,931	93,800	(88,731)	10,000	93,800	(98,741)	-	5,059
Net DPO Covid Funding Project	-	5,832	(5,832)	-	-	-	-	-
Peer Support and Advocacy	-	171,032	(171,032)	-	178,660	(178,718)	58	-
Co-Production Partnership	-	-	-	-	61,060	(56,076)	-	4,984
Bradford MDC - Live Well and Safe	10,871	51,983	(62,854)	-	55,374	(44,961)	-	10,413
Community Action	-	2,400	(2,400)	-	-	-	-	-
Adult Services Access Point	-	20,000	(20,000)	-	-	-	-	-
Made in Manningham	-	5,500	(5,500)	-	-	-	-	-
Winter Pressures	-	-	-	-	113,379	(87,778)	-	25,601
BISON	-	5,000	(5,000)	-	-	-	-	-
OpenMinds Project	-	9,100	(9,100)	-	-	-	-	-
Small grants	-	2,250	(2,250)	-	2,500	(2,500)	-	-
The Neighbourly Foundation	-	1,000	(1,000)	-	-	-	-	-
Kickstart	-	18,906	(18,906)	-	-	-	-	-
National Lottery Cope Project	-	-	-	-	8,592	-	-	8,592
RIC Welfare Benefits Advice	-	21,988	(21,988)	-	26,612	(26,612)	-	-
	<u>38,400</u>	<u>895,913</u>	<u>(893,688)</u>	<u>40,625</u>	<u>982,083</u>	<u>(934,164)</u>	<u>58</u>	<u>88,602</u>

Activities and services as described in the title of the fund.

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

20 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2021	Transfers	Balance at 1 April 2022	Movement in funds	
	£	£	£	Income	Balance at 31 March 2023
	£	£	£	£	£
Fixed Asset Fund	19,285	(19,285)	-	-	-
Memorial fund	2,500	-	2,500	-	2,500
	<u>21,785</u>	<u>(19,285)</u>	<u>2,500</u>	<u>-</u>	<u>2,500</u>

The designated Fixed Asset Fund relates to the value of the fixed assets held by the Charity. This balance has been transferred to general funds in the year.

The Redundancy fund is a contingency fund in case of the unexpected loss of funding.

The Hardship and Memorial funds are provide small grants to disabled people and carers in hardship.

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

21 Funds

	Balance at 1 April 2021	Movement in funds			Balance at 1 April 2022	Movement in funds			Balance at 31 March 2023
		Income	Expenditure	Transfers		Income	Expenditure	Transfers	
	£	£	£	£	£	£	£	£	£
Restricted Funds	41,898	787,864	(800,104)	8,742	40,625	978,523	(930,604)	-	88,544
Designated Funds	18,767	-	-	3,018	2,500	-	-	-	2,500
General Funds	17,764	58,272	(59,668)	(11,760)	3,666	309,242	(260,120)	-	52,788
	<u>78,429</u>	<u>846,136</u>	<u>(859,772)</u>	<u>-</u>	<u>46,791</u>	<u>1,287,765</u>	<u>(1,190,724)</u>	<u>-</u>	<u>143,832</u>

22 Analysis of net assets between funds

	General funds 2023 £	Designated funds 2023 £	Restricted funds 2023 £	Total 2023 £	General funds 2022 £	Designated funds 2022 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 31 March 2023 are represented by:								
Tangible assets	101,350	-	-	101,350	62,521	-	-	62,521
Current assets/(liabilities)	(81,368)	2,500	121,350	42,482	(58,855)	2,500	40,625	(15,730)
	<u>19,982</u>	<u>2,500</u>	<u>121,350</u>	<u>143,832</u>	<u>3,666</u>	<u>2,500</u>	<u>40,625</u>	<u>46,791</u>

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

23 Operating lease commitments

During the year the charity made payments under non-cancellable operating leases of £18,400 (2022; £42,747). At the reporting end date the Charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023 £	2022 £
Within one year	14,400	18,400
Between two and five years	57,600	57,600
In over five years	57,600	72,000
	<u>129,600</u>	<u>148,000</u>

24 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2023 £	2022 £
Aggregate compensation	<u>86,111</u>	<u>74,610</u>

There were no further related party transactions which require disclosure (2021 None).

25 Cash generated from operations

	2023 £	2022 £
Surplus/(deficit) for the year	97,041	(18,002)
Adjustments for:		
Investment income recognised in statement of financial activities	(54)	-
Loss on disposal of tangible fixed assets	4,551	327
Depreciation and impairment of tangible fixed assets	18,071	11,886
Movements in working capital:		
(Increase)/decrease in stocks	(3,865)	4,738
(Increase) in debtors	(259)	(37,624)
Increase/(decrease) in creditors	40,934	(24,194)
Cash generated from/(absorbed by) operations	<u><u>156,419</u></u>	<u><u>(62,869)</u></u>

EQUALITY TOGETHER

England & Wales - Charity number 700084

Accounts

Naylor Wintersgill
Office Copy

EQUALITY TOGETHER
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

Company Registration No. 02221536 (England and Wales)
Charity Registration No. 700084

EQUALITY TOGETHER

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Gill Bowskill - Chair Andrew Ward - Treasurer Alvin Adey - Vice Chair Jenny Scott Lynn Asquith Mohinder Singh Chana Natalie Jovanovic Balu Iad Mathew Ward
Senior management team	J Griffiths M Nicholson (Chief Executive Officer)
Charity number	700084
Company number	02221536
Principal address	Manningham Mills Community Centre The Silk Warehouse, Lilycroft Road Bradford BD9 5BD
Registered office	Manningham Mills Community Centre The Silk Warehouse, Lilycroft Road Bradford BD9 5BD
Independent examiner	Alison Whalley FCA Naylor Wintersgill Limited Carlton House Grammar School Street Bradford BD1 4NS
Bankers	Unity Trust Bank P O Box 7193 Willenhall WV1 9DG Barclays Bank Plc 10 Market Street Bradford BD1 1EG

EQUALITY TOGETHER

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EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

The Trustees present their report and accounts for the year ended 31 March 2022.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charity's articles of association, the Companies Act 2006 and "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)"

Introduction

2021/2022 has been yet another momentous year for the organisation. The board of trustees acknowledge the achievements made throughout what has been a very challenging year of service provision.

The board of trustees have overseen the ongoing performance of all services, ensuring that they are maintained and delivered to high standard through this period of considerable change as a result of very challenging circumstances as a result of Covid-19 and are fully satisfied by the quality of service and outcomes for service users.

The position at 31/03/2022 reflects a lot of hard work undertaken by the Senior Leadership Team, staff, volunteers and trustees to secure contracts into 2022/2023 and beyond. This has been as a result of an extremely focused and productive programme of service provision, delivery and cost savings. Our achievements reflect of our continuing commitment to partnership working with other like-minded organisations and agencies.

The charity is in a position to continue to deliver its activities during the coming year but seriously recognises the need for a further and more significant programme of change will have to be developed and implemented to ensure the short to medium term sustainability of the organisation following the ongoing impact of Coronavirus COVID-19 and the ever-increasing challenges of the current economic climate which will be our main priority. The charity's assets are adequate to fulfil its obligations, although trustees are aware of the need to increase these to provide a stronger element of protection within the current economic climate.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's [governing document], the Companies Act 2006 and "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).

Objectives and activities

A Summary of the Objects of the Charity as set out in its Governing Document.

- a. To provide the relief of all people, primarily those who live in the area of Yorkshire, who by reason of their disability, age, infirmity, sickness, social or economic circumstances, caring responsibilities, or who are socially excluded for other reasons, face barriers to accessing, or have a need of, health, social care or other related community services.
- b. To provide information, advice, support and training, which will enable those people to respond to issues of concern and interest directly related to their care or to help them meet their needs and participate more fully in society and more specifically within their local communities.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Public Benefit

The Board of Trustees have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

The objective of the charity is to enable people with disabilities living in the Bradford Metropolitan District to achieve a high quality of life and to help them to help themselves to take up some of the same opportunities that non-disabled people have open to them in a modern and integrated society. We have achieved this by continuing to offer free high quality and professional advice and information on welfare benefits, equipment for the needs of daily living within the home, Blue Badge parking, transport issues, education, employment, sport and leisure facilities, housing, health services, volunteering and holiday planning. We assist disabled people, through the provision of information, signposting or advice/representation, to obtain their statutory rights and benefits, and to improve their opportunities and living standards. We have developed a website of useful information for disabled people in the Bradford District and ensure that our service remains free at the point of delivery. In so doing we have served the following charitable purposes described in the Charities Act 2011:

- The prevention or relief of poverty
- The advancement of health
- The relief of those in need, by reason of youth, age, ill-health, disability, financial hardship or other disadvantage

Activities and Services

At 31 March 2022 Equality Together employed twenty-two paid workers and over thirty active volunteers.

1. Administration
2. Complex Needs Welfare Advice
 - Lot One Complex Needs Welfare Advice
 - Reaching Inequalities in City Welfare Advice
 - Annette Fox Leukaemia Research Fund
 - Disability Information & Advice
3. Self & Group Advocacy
 - Self- Empowered Support (Peer Support)
 - Group Advocacy (Voice)
4. Health & Wellbeing
 - Alternatives to Respite "HoliBreak+"
 - Our Lives Our Way (Bradford Innovation Fund Project)
5. Independent Living Services
 - Live, Well & Safe (Equipment Demonstration Centre)
 - Social Enterprise Project
 - Sensory Needs Project
6. Training
 - CERTA Training Centre
7. Covid-19 Related Programmes
 - Community Champions
8. The Role and Contribution of Volunteers

1. Administration

- Staffed by two part time workers.
- a. Reception – is responsible for the operation and effective of running of the reception area, including all incoming telephone calls, providing effective first contact and support, volunteers also support the work of the reception team.
 - b. Administration Support – a part time administration assistant was responsible for monitoring, compiling records, room hire, group advocacy and support to the Board of Trustees.
-

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

2. Complex Needs Welfare Advice

- Delivered by four full time welfare advice officers supported by volunteers.

a. Complex Needs Welfare Advice

Specialist and generalist advice about the wide range of state benefits available to disabled people or people with long term health conditions that come under the criteria of "Complex Needs" as defined within the commissioned contract with Bradford Metropolitan District Council (BMDC).

As a result of Covid-19, the service has been delivered primarily remotely by digital platforms of web chat, WhatsApp & Zoom as well as telephone and email support and some direct face-to-face engagement with service users, supporting **4,402** individuals, generating **£973,613.38** of additional income.

b. Reaching Inequalities in City Welfare Advice Project

Specialist and generalist advice service in relation to benefits available to vulnerable people directly referred by the Community Connectors, operating fourteen (14) hours per week, this is a sub-contracted service via Bradford VCS Alliance funded by NHS England through Bradford City & Bradford District Clinical Commissioning Groups.

Over the financial year the project has engaged and supported **584** individuals, generating **£497,391.40** of additional income.

Annette Fox Leukaemia Research Fund Welfare Advice Project

Funded since January 2015, this dedicated project that provides patients suffering from Leukaemia or blood disorders, carers and their families, specialist and generalist advice in relation to benefits, grants and money advice.

The project in 2021/2022 has engaged and supported **271** individuals and generated **£321,456.40** of additional income.

The Disability Information & Advice Service

Provides both a signposting service to assist disabled people in finding help with reliable and reference checked support services throughout the district, as well as dedicated casework in relation to more focused issues within Health & Wellbeing.

c. Income Generated

Over the financial year of 2021/2022, Equality Together through provision within both Complex Needs Welfare Advice and The Annette Fox Leukaemia Research Fund Welfare Advice Projects have successfully supported individuals (disabled people and carers that come under the criteria of complex needs) from across the District of Bradford to gain over **£1,802,904.20** additional income.

The Lot One Complex Needs Welfare Advice Consortia

Partners including Age UK Bradford & District, Cancer Support Yorkshire, Citizens Advice Bradford & Airedale/Bradford Law Centre and Girdlington Advice & Training Centre have jointly supported **6,483** clients from across the Metropolitan District of Bradford to gain over **£3,500,000.00** additional income within the financial year of 2021/2022.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

3. Self & Group Advocacy

- Delivered by two part time senior workers, a part time support worker and supported by volunteers:

a. Self-Advocacy - Empowered Support (Peer Support)

Primarily delivered by disabled people for disabled people our "Peer Support Workers" who are "Peoples with Direct Lived Experience" have supported and empowered clients over the past twelve months that face many complex situations within life. This service provides each individual with six sessions in which clients are supported to identify and prioritise issues and concerns then through a focused empowered approach find long term solutions.

b. Group Advocacy

The team works with disabled people, carers and other people who use a variety of health, housing & social care services. We work with people, using community development principles so that they are able to influence the improvement and development of the services they use, often working together with partners from the statutory sector. We also support people to come together to work influence change and campaign around issues that are important to them.

The groups we currently work with and support include:

- 1, Disabled People's Action Group (formally the Disabled People's Forum)
- 2, Speakout Bradford & District (formally the Service Users Involvement Group)
- 3, Black Health Forum
- 4, Bradford Association of Visually Impaired People (BAVIP)

4. Health & Wellbeing

- Delivered by two part-time project co-ordinators and two part-time project support workers and supported by volunteers plus consortium partner organisations:

a. Alternative to Respite (HoliBreak+)

Commissioned by Bradford Metropolitan District Council for three years commencing as from 01.02.2021, replaced the previous two funded programmes of the "Disabled Peoples Holiday & Recreational Support Service and The Carers Holiday Project".

This our new venture has seen a completely new and fresh approach to respite provision for carers and disabled people. Our team have developed a comprehensive interactive website of UK destinations, accommodation and activities which provide choice for the individual. The delivery approach is a dedicated "Support Planning Service" that enables individuals in receipt of a personal budget or NHS Continuing Care budget with an amount built in for Respite Care, or a self-funder to find either a holiday, short break, day trip or activity.

The project engaged and supported **494** individuals.

b. Our Lives Our Way (Bradford Innovation Fund Project)

Commissioned by Bradford Metropolitan District Council for three years commencing as from 09.08.2020, this programme sees Equality Together as the lead and accountable organisation of a consortia including Bradford People First (BPF), Bradford Talking Media (BTM) and People First Keighley & Craven (PFKC).

This programme, provides a perfect opportunity for people with disabilities to work together in an innovative new group to be supported to make their own choices and shape what they would like to do. In which we offer more tailored opportunities or alternative activities supported by their personal budgets, part of this project is to support the individual with life skills coaching and confidence boosting.

We have 4 part time staff (1 x project co-ordinator plus 3 x part-time workers) - each are disability trained and experienced programme workers who support people across the week using a mixture of 1 to 1 session's and within small working groups. Our approach is to use a varied range of accessible formats for people with lived experience of disability; in the aim of enabling them to explore their chosen areas of interest. Based upon previous findings from social worker surveys, could include employment opportunities- volunteering-social activities such as -cinema or socialisation, sporting activities- days out or clubs.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

The opportunities are completely guided by the working groups, so this list is not exhaustive and are ultimately be steered by the wishes and wants of the participants.

Individuals are directly referred into the programme by social workers, each individual is assigned a dedicated programme to support their journey. The project has engaged and supported **50** individuals through the use of digital platforms (Zoom) as well in person one-to-one and working group sessions.

Our working groups sessions area focused upon: -

Confidence & Capacity Building
Trips & Travel
Health & Wellbeing
Employment
Social Media & Vlogging

5. Live Well & Safe (Independent Living Service)

- Delivered by a part time occupational therapist, a part time sensory needs worker and supported by volunteers.

a. Equipment Demonstration Centre

The service provides an extensive range of aids, adaptations and equipment to support the needs of disabled people or individuals suffering with a long-term illness/condition enabling more self-independence and control within their own environment.

To support the needs of disabled people, individuals with long term illness/condition or professionals in gaining greater awareness of aids, adaptations and equipment that in turn will meet the needs of clients, "Gadget Roadshows" are booked to attend various community group meetings, events, exhibitions and conferences throughout the district, due to the ongoing impact of Covid-19, a number of events have been attended digitally by members of the team.

b. Social Enterprise

Clients can see in action or trail physical or sensory needs aids, adaptations & equipment, purchases can be made via our own in-house sales team or signposted to another local dealer.

c. Sensory Needs Project

Commissioned by Bradford Metropolitan District Council this service empowers and enables partly sighted and hearing-impaired individuals by the provision of information, advice and signposting plus providing practical one to one support in regard to aids, adaptations and equipment in relation to "Sensory Needs".

Over the past twelve months the Live Well & Safe Team as supported **524** individuals.

6. Training

- Delivered by two dedicated part time members of staff supported by volunteers:

a. Certa Training Centre

As a recognised and accredited training centre for Certa, Equality Together has been exploring new areas of accredited training programs that will develop the skills and knowledge of students which in turn will enhance their individual employability opportunities or raise their personal confidence and aspirations.

b. Training Programmes

The organisation delivers a diverse range of training programmes in relation to: -

- Equality, Diversity & Inclusion
- Unconscious Bias
- The Equality Act
- The Care Act
- Disability Awareness
- Peer Support

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

7. COVID-19 Related Programmes

- Delivered by both internal and external staff supported by volunteers:

a. Community Champions

As part the City's strategy in relation to COVID-19, the local authority was successful in securing funding from The Ministry of Housing, Communities & Local Government in relation to "Community Champions" within the initial phase with additional funding being secured from Bradford Metropolitan District Council Public Health for the continuation of the project with a focus on mental health and wellbeing.

These funds were to support people shown to be most at risk from Coronavirus (COVID-19) including those from an ethnic minority background, disabled people and other to follow safer behaviours and reduce the impact of the virus on themselves and those around them.

The project brought together lead partners that included Bradford for Everyone (BFE), Racial Equality Network (REN), Equality Together (ET) and Community Action Bradford & District (CABAD), who in turn engaged community grass roots organisations to recruit and support volunteer community champions with a focus of:

Equality Together role was to lead and oversee engagement with Disabled & Vulnerable People bringing together the following "Grass Roots Organisations": -

Bradford People First (BPF)
Bradford Talking Media (BTM)
People First Keighley & Craven (PFKC)
Bradford Association of Visually Impaired People (BAVIP)
Equality Together (ET)
Keighley Healthy Living Centre (KHLC)
HALE (H)
The Cellar Trust (CT)
Vital Projects (VP)

Over 70 Community Champions (CC's) were recruited, trained and supported who in turn engaged with disabled and vulnerable across the Metropolitan District of Bradford, with the following priorities and actions undertaken: -

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

Phase One

- a. Hub and spoke with community groups has allowed for the production of accessible materials through our co-production group – cascading information around safe boundaries and informed choices.
- b. Materials include representatives from the communities of interest and therefore help with the feeling of ownership of the messaging within disability communities.
- c. Information through the community groups has included local support mechanisms and how to access
- d. These materials have increased capability to communication messages within our communities of interest
- e. Info cascaded through WhatsApp groups to distribute info on testing sites, vaccine information and support services
- f. Use of different comms – information shared on Facebook, Instagram, WhatsApp messaging etc
- g. All volunteers were trained in 'critical thinking' and how to counter misinformation and provide clarity on vaccine roll out.
- h. Volunteers attended Q&A sessions with clinical leads to top up their information on the vaccine, new variants and other important info
- i. Conversation Cards were developed to guide conversations around having an open and transparent dialogue
- j. CCs have been using outreach techniques within communities, attending community spaces with the positive and informed messaging, for example places of education, worship and GP surgeries have been targeted to reach people with messaging.

Phase Two

- k. Connect and unify our champions under two of our Shared Values; We Care and We Protect, creating a newly formed collaborative network as a district wide COVID-19 Community Champions.
- l. Provide on-going training to staff and community champions (Grass Roots), including the latest behaviour science and government messaging.
- m. Provide support via our commissioned partners to champions/ambassadors to develop and run support groups for residents – either face to face or via WhatsApp groups in their local communities.
- n. Presence on various websites outlining the project and how to get involved.

Organisations each had delivery plans to run activities for champs to refer individuals into who expressed experiences mild mental health issues. 2988 accessed activities within our partner organisations in a 6-month period. A sample of number of participants completed ONS4 data cards and all of those questioned reported an increase in wellbeing.

Phase 3

Booster vaccine roll out – Rationale was to use a small, highly skilled group of champions, who are able to work at least 16 hours a week, to delivery vaccine information and provide practical support for people to access vaccine clinics. These champions are paid workers who mainly work unsocialable hours to target younger people and people who may work during the daytime. Equality Together (ET) team is co-ordinated by ET but employed by Community Action Bradford & District (CABAD) – this team now consists of 11 people.

8. The Role & Contribution of Volunteers

- Delivered (overseen and co-ordinated) by one dedicated part time member of staff.
- a. Volunteers help make an appropriate and significant contribution to the work and service objectives of Equality Together (ET). They put their experience, knowledge and skills at our disposal, free of charge, with the primary aim of helping us achieve our service objectives and thereby bring benefit to the local community. Each volunteer has a role description, outlining specific tasks, responsibilities and reporting lines of the volunteer. All volunteers receive a planned induction to organisation and of the various services delivered within ET, regular supervision and support sessions, and positive feedback on their contribution. Volunteers lend support in many areas of the organisation's work: reception, welfare rights, and information services and within equipment demonstration centre. Dependent upon their requirements, they benefit from work experience in a busy office, training to most office skills, full travelling expenses, a pleasant and friendly team to work with, up to date PCs with word processing and database software, and the opportunity to contribute to a worthwhile cause.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

Achievements and Performance of the Charity

Over the past twelve months we have continued to deliver a core range of services combined with exploring new areas of development that in turn will support the aims of objectives of the charity as well as provide additional and needed forms of income. Throughout the year this was made very clear that without additional new avenues of income generation, project funding being secured or in year savings, we were at risk of not having sufficient resources to meet our obligations to staff and those who use the services we provide. This has again brought into sharp focus as a result of the ongoing economic climate and the challenges that society is facing and the impact this may have on funding from the Public Sector.

The profile of Equality Together has been again raised through the further development of all services within the organisation but also via networking in attending, supporting and leading various virtual and in person events throughout the year in relation to our core operations and also in the City's response to COVID-19.

Client satisfaction and feedback is vital to the ongoing provision of services ensuring that they both meet the expectations of service users but are people centred. Feedback forms and surveys are sent to all our clients (service users), that highlights that the vast majority of our clients were more than happy with the service provided, across all departments and services delivered. No clients expressed dissatisfaction with the service. **5%** were very satisfied and **95%** fairly satisfied. The majority of our clients found that the information they received was easy to understand and that we were good at keeping them informed of progress. When asked if they would recommend our services to other people **90%** of clients said they were certain to, and **10%** said they were likely to.

We continue (subject to funding constraints) to distribute publicity leaflets to all clients, statutory service providers (local authority) community resource facilities, care homes, GP surgeries, hospitals, pharmacists, NHS Direct, local support groups and organisations.

We have interactive websites, (including webchat) both for Equality Together and Holibreak+ which can be viewed, we can also be followed on social media i.e., Facebook, Instagram & Twitter: -

Websites:

<https://www.equalitytogether.org.uk> (including webchat)

<https://www.holibreakplus.org.uk>

Facebook:

<https://www.facebook.com/equalitytogether>

<https://www.facebook.com/holibreak+>

<https://www.facebook.com/1838ThriftStore>

<https://www.facebook.com/OurLivesOurWay>

Instagram:

<https://instagram.com/equalitytogetherbradford>

Twitter:

<https://www.twitter.com/EqualityTo>

Live Well & Safe and Our Lives Our Way will be launching new interactive websites within the autumn of 2022.

Fundraising

Section 162a of the Charities Act 2011 requires charities to make a statement regarding fundraising activities. The legislation defines fundraising as 'soliciting or otherwise procuring money or other property for charitable purposes'. The charity does not actively raise funds from the public either directly or via use of an agent, accordingly no such amounts are presented in the financial statements for the year under review. The charity has received no complaints in relation to fundraising activity for the year under review.

Given the nature of the funding of the charity the Trustees consider that it remains appropriate not to be voluntarily bound to be regulated by the Fundraising Regulator.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Financial review

Policies on Reserves

The Board of Trustees consider that they should review the level of reserves held by the charity at regular intervals. The charity's unrestricted free reserves, which have not been designated for specific use, stood at £3,666. The Board of Trustees feel that reserves should equate to approximately four months running costs, currently £336,000, to ensure that adequate resources are available to allow continued furtherance of the objects of the charity in the event of temporary shortfall in incoming resources while alternative funds are sought. The management committee believe that holding adequate funds to cover four months operating costs would allow for an orderly winding up of the organisation and would also enable the organisation to be able to meet its obligations towards staff and creditors in the event of there being no possibility of securing alternative longer-term funding. The current reserves fall short of this target.

The reserves policy will be reviewed upon an annual basis as part of our ongoing due diligence process.

Availability and adequacy of assets of each of the funds

The board of trustees is satisfied that the charity's assets in each fund are available and adequate to fulfil its obligations in respect of each fund.

Principal funding sources and how expenditure in the year under review has supported the key objectives of the charity

The main sources of income have been from Bradford Metropolitan District Council and from Bradford City & Bradford District Clinical Commissioning Groups (NHS). The charity also received/used funding from a number of independent charitable trusts. It also generated its own income, principally through small equipment sales and wheelchair hire.

Transactions and Financial position

The financial statements are set out on pages 15-35. The financial statements have been prepared implementing of the Statement of Recommended Practice for Accounting and Reporting by Charities issued by the Charity Commission for England and Wales (revised in October 2019).

The Statement of Financial Activities shows a total incoming resource of £990,336 (2021 £846,136) and a total resources expended of £1,008,338 (2021 £859,772), resulting in a deficit for the year of £18,002 (2021 - £13,636 deficit).

The total reserves at the year-end stand at £46,791 (2021 - £64,793).

Free unrestricted, undesignated reserves amounted to £3,666 (2021 - £4,608)

Designated funds amounted to £2,500 (2021 - £21,785).

The Trustees have assessed the major risks to which the Charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

Strategic Plans for the Future

Financial

- To continue to identify and implement cost savings across the organisation.
- To achieve break even position at year end or small profit.
- To further develop internal systems and process that meet organisational and statutory requirements.
- To develop and embrace a plan for the effective distribution of income for Equality Together as a whole.
- To identify and access new and additional funding streams.
- To explore new investment opportunities

Operational and Business Planning

- To review upon an annual basis all processes, within Equality Together to ensure a consistency in approach across the organisation.
- To continue to monitor and review policies and procedures including compliance, success and areas of development for effectiveness and efficiency within the organisation.
- To further develop the operational brand which is recognised as Equality Together.
- To develop a full marketing and communications strategy to ensure that Equality Together is recognised as a leading organisation within the local area and communities for support and information.
- To continue partnership working within funding programmes.
- To review upon a monthly basis external income generations streams, fundraising targets, approaches, tasks, and procedures to ensure maximum opportunities for the organisation.
- To develop and implement a skills analysis of all volunteers to ensure that they are utilised effectively.

Clients

- To ensure that all our services are accessible to clients embracing digital platforms.
- To capture and analyse client feedback on services and needs.
- To expand upon our person-centred approach of both remote and face-to-face interaction within the communities.
- To assist clients in moving towards self-management of their needs by providing appropriate services and support.

Volunteers

- To invest in Equality Together volunteers through recruitment, training and development.
- To further develop the supervision policies for face-to-face volunteers.

Staff

- To continue and further develop strategies to support the staff team in relation to their individual mental health and well-being.
- To review and measure the effectiveness of the staff induction process, making changes as appropriate.
- To continue to capture staff feedback on the organisation and change.
- To provide a positive environment to motivate and engender positive cultural change programmes.
- To continue to develop a consistent single team approach across the organisation.
- To continue to have effective policies and procedures to underpin everything that we do.
- To develop a robust bi-annual appraisal system that meets the needs of the organisation and staff and includes opportunities for development and CPD.

External Income Generation & Fundraising

- To develop an effective fundraising strategy to increase the level of fundraising income into the organisation.
- To continue and further develop a strong base of residual income opportunities.
- To widen the scope of events to include Small to Medium sized Enterprises (SME's), other public sector organisations and large corporates.
- To stimulate community engagement and involvement through a series of regular small events, (Festivals, fairs; fetes; coffee mornings) and traditional calendar/seasonal events as part of our core fundraising

Governance

- To recruit 3 new members with financial, marketing and client lived experience
- To continue and further enhance the Board appraisals
- To hold workshops on topics such as risk management, customer feedback and business planning

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Structure, governance and management

The Charity is a company limited by guarantee and registered with the Charity Commission. The charitable company is governed by its articles of association dated 31 July 1987 and updated 6 July 2015.

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Gill Bowskill - Chair

Andrew Ward - Treasurer

Alvin Adey - Vice Chair

Jenny Scott

Lynn Asquith

Joanne Bolland

(Resigned 1 March 2022)

Mohinder Singh Chana

Natalie Jovanovic

Balu Iad

Mathew Ward

At each Annual General Meeting one third of the management committee retire by rotation and subject to eligibility may be re-elected.

None of the members of the board has any beneficial interest in the company. All of the members of the management committee are members of the company and guarantee to contribute £1 in the event of a winding up.

Indemnity insurance has been taken out during the year and is included in the insurance costs.

It is the Charity's aim to have a balanced board both in terms of skills and experience and also being representative of the client group using the service. It is the policy to have at least 51% of members with disabilities. This then informs recruitment to the board in terms of where and how the charity should advertise. The charity has a formal process for the recruitment, appointment and training of management committee members.

Overall responsibility for the running of the service lies with the Trustee Board, a body of no less than four and no more than twelve people, the majority of whom must have some form of disability. The Board of Trustees sets policy and direction for the organisation and meets bi-monthly. Urgent decisions can be taken by the Executive Sub Group (a sub group of the Board of Trustees, made up of Chair, Vice-Chair and Treasurer), which can meet at short notice when urgent decisions are required. Any action taken by this 'executive' committee must be reported to the full Trustee Board at the earliest opportunity.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

To support the smooth running of the organisation, two sub boards meet upon a bi-monthly basis in order to be able to consider in detail and comment on both the performance and financial position of the organisation:

- The Development & Performance Sub Board was chaired by Alvin Adey
- The Finance & Resources Sub Board was chaired by Andrew Ward

This model of operation will be maintained as part of the governance structure of Equality Together.

The CEO is responsible for all aspects of the day-to-day operational delivery and strategic development of the organisation, supported in turn by the Operations Manager and Finance Manager forming the Senior Leadership Team (SLT).

- Mark Nicholson, Chief Executive Officer
- Jill Griffiths, Operations Manager
- Christopher Elliott, Finance Manager

The Board of Trustees as part of its business has conducted its own risk review of the major risks to which the charity is exposed and is satisfied that systems are in place to minimise those risks.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime under the Companies Act 2006.

The Trustees' report was approved by the Board of Trustees.



Gill Bowskill - Chair
Trustee
Dated: 25 August 2022

EQUALITY TOGETHER

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2022

The Trustees, who are also the directors of Equality Together for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then 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 Charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the Charity 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 Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

EQUALITY TOGETHER

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF EQUALITY TOGETHER

I report on the financial statements of the Charity for the year ended 31 March 2022, which are set out on pages 15 to 35.

Respective responsibilities of Trustees and examiner

The Charity's Trustees, who are also the directors of Equality Together for the purposes of company law, are responsible for the preparation of the financial statements. The Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination being a qualified member of member of the Institute of Chartered Accountants in England and Wales.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- (i) examine the financial statements under section 145 of the 2011 Act;
- (ii) to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- (iii) to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the financial statements presented with those records. It also includes consideration of any unusual items or disclosures in the financial statements, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the financial statements present a 'true and fair view' and the report is limited to those matters set out in the next statement.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (a) which gives me reasonable cause to believe that in any material respect the requirements:
 - (i) to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - (ii) to prepare financial statements which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities;have not been met or
- (b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.



Alison Whalley
Naylor Wintersgill Limited

Carlton House
Grammar School Street
Bradford
BD1 4NS

Dated: 25 August 2022

EQUALITY TOGETHER

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total Unrestricted funds 2022 £	Restricted funds 2021 £	Total 2021 £
Income and endowments from:						
Donations and legacies	3	-	71,621	71,621	43,591	56,791
Charitable activities	4	39,082	846,280	885,362	13,320	787,984
Other trading activities	5	33,353	-	33,353	875	875
Other income	6	-	-	-	486	486
Total income		72,435	917,901	990,336	58,272	846,136
Expenditure on:						
Raising funds	7	-	10,560	10,560	-	-
Charitable activities	8	92,662	905,116	997,778	59,668	859,772
Total resources expended		92,662	915,676	1,008,338	59,668	859,772
Gross transfers between funds		-	-	-	(8,742)	8,742
Net (expenditure)/income for the year/						
Net movement in funds		(20,227)	2,225	(18,002)	(10,138)	(13,636)
Fund balances at 1 April 2021		26,393	38,400	64,793	41,898	78,429
Fund balances at 31 March 2022		6,166	40,625	46,791	38,400	64,793

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

EQUALITY TOGETHER

BALANCE SHEET

AS AT 31 MARCH 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	13		62,521		20,451
Current assets					
Stocks	14	1,762		6,500	
Debtors	15	123,345		85,721	
Cash at bank and in hand		18,250		135,402	
		<u>143,357</u>		<u>227,623</u>	
Creditors: amounts falling due within one year	16	<u>(159,087)</u>		<u>(183,281)</u>	
Net current (liabilities)/assets			(15,730)		44,342
Total assets less current liabilities			<u>46,791</u>		<u>64,793</u>
Income funds					
Restricted funds	18		40,625		38,400
<u>Unrestricted funds</u>					
Designated funds	19	2,500		21,785	
General unrestricted funds		3,666		4,608	
		<u>6,166</u>		<u>26,393</u>	
			<u>46,791</u>		<u>64,793</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2022.

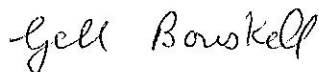
The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 25 August 2022

Gill Bowskill - Chair
Trustee



Company Registration No. 02221536

EQUALITY TOGETHER

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	£	2021 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	24		(62,869)		91,074
Investing activities					
Purchase of tangible fixed assets		(55,660)		(17,424)	
Proceeds on disposal of tangible fixed assets		1,377		-	
Net cash used in investing activities			(54,283)		(17,424)
Net cash used in financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(117,152)		73,650
Cash and cash equivalents at beginning of year			135,402		61,752
Cash and cash equivalents at end of year			18,250		135,402

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

Charity information

Equality Together is a private company limited by guarantee incorporated in England and Wales. The registered office is Manningham Mills Community Centre, Lilycroft Road, Bradford, BD9 5BD.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's [governing document], the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The Charity is a Public Benefit Entity as defined by FRS 102.

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

The accounts have been prepared on the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the accounts, the Trustees, having considered agreed and expected funding, the ever changing economic climate and the Covid-19 pandemic, have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable funds

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

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

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

1.4 Incoming resources

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

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

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

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

1.5 Resources expended

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

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 include central functions and are allocated to activity cost categories on a basis of employee hours split between the funds.

Grants payable are payments made to third parties in the furtherance of the charitable objectives. Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the Statement of Financial Activities once the recipient of the grant has provided the specific service or output.

Grants payable without performance conditions are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to the grant which remain in the control of the charity.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	
Short leasehold land and buildings	Over the life of the lease
Leasehold improvements	Over 10 years
Fixtures and fittings	25% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

1.9 Cash and cash equivalents

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

1.10 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

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

Basic financial liabilities

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

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

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

Derecognition of financial liabilities

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

1.11 Employee benefits

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

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

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due. Pension costs are allocated between funds based on employee hours.

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

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

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

3 Donations and legacies

	Restricted funds	Unrestricted funds	Restricted funds	Total
	2022	2021	2021	2021
	£	£	£	£
Donations and gifts	-	11,344	-	11,344
Grants	71,621	32,247	13,200	45,447
	<u>71,621</u>	<u>43,591</u>	<u>13,200</u>	<u>56,791</u>
Grants receivable for core activities				
Bradford Metropolitan District Council	20,000	10,000	-	10,000
Annette Fox Leukaemia Research Fund	-	-	700	700
Community Action	7,400	-	5,000	5,000
Department of Health and Wellbeing	18,065	-	-	-
Access to Work	-	2,247	-	2,247
Inclusion North	-	-	7,500	7,500
Power to Change	-	20,000	-	20,000
Kickstart	18,906	-	-	-
Made in Manningham	5,500	-	-	-
The Craig Charity for Children	750	-	-	-
The Neighbourly Foundation	1,000	-	-	-
	<u>71,621</u>	<u>32,247</u>	<u>13,200</u>	<u>45,447</u>

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

4 Charitable activities	Disability Advice and Information		Live Well and Safe		Alternative to Self and Group Respite Care		Disability Advice and Information		Live Well and Safe		Disability Self and Group Advocacy		Total	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
	£	£	£	£	£	£	£	£	£	£	£	£	£	£
Sale of goods and services	-	25,566	-	-	-	-	-	-	13,129	-	-	-	13,129	-
Grants	529,465	51,983	93,800	171,032	171,032	171,032	444,400	33,737	128,135	168,392	168,392	774,664	168,392	
Primary purpose trading	-	13,516	-	-	-	-	-	-	191	-	-	-	191	-
	529,465	91,065	93,800	171,032	171,032	171,032	444,400	33,737	141,455	168,392	168,392	787,984	168,392	
Analysis by fund														
Unrestricted funds	-	39,082	-	-	-	-	-	-	13,320	-	-	-	13,320	-
Restricted funds	529,465	51,983	93,800	171,032	171,032	171,032	444,400	33,737	128,135	168,392	168,392	774,664	168,392	
	529,465	91,065	93,800	171,032	171,032	171,032	444,400	33,737	141,455	168,392	168,392	787,984	168,392	

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

4 Charitable activities	(Continued)																			
	Disability Advice and Information		Live Well and Safe		Alternative to Respite Care		Self and Group Advocacy		Total 2022		Disability Advice and Information		Live Well and Safe		Disability Holidays		Self and Group Advocacy		Total 2021	
	2022	£	2022	£	2022	£	2022	£	2022	£	2021	£	2021	£	2021	£	2021	£	2021	£
Performance related grants																				
Bradford Metropolitan District Council	239,786		-		171,032		410,818		289,277		-		33,737		168,392		491,406			
Annette Fox Leukemia Research Fund	40,592		-		-		40,592		29,092		-		-		-		29,092			
BMDC Innovation	120,000		-		-		120,000		80,000		-		-		-		80,000			
CCG Clicks	21,988		-		-		21,988		17,024		-		-		-		17,024			
BMDC Live Well and Safe	-		51,983		-		51,983		6,873		-		-		-		6,873			
Cancer Support Yorkshire	-		-		-		-		6,500		-		-		-		6,500			
BMDC Alternative to Respite Care	-		-		93,800		93,800		15,634		-		-		-		15,634			
Community Action	-		-		-		-		-		6,000		-		-		6,000			
Leeds Community Foundation	-		-		-		-		-		24,965		-		-		24,965			
Stronger Communities	97,999		-		-		97,999		-		80,170		-		-		80,170			
Inspired Neighbourhoods	9,100		-		-		9,100		-		-		-		-		-			
Inclusion London	-		-		-		-		-		17,000		-		-		17,000			
	529,465		51,983		93,800		846,280		444,400		128,135		33,737		168,392		774,664			

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

5 Other trading activities

Unrestricted funds	Unrestricted funds
2022	2021
£	£
Room hire	875
<u>33,353</u>	<u>875</u>

6 Other income

Total	Total and Unrestricted funds
2022	2021
£	£
Other income	486
<u>-</u>	<u>486</u>

7 Raising funds

Restricted funds	Total
2022	2021
£	£
<u>Fundraising and publicity</u>	
Fundraising	-
<u>10,560</u>	<u>-</u>
<u>10,560</u>	<u>-</u>

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

8 Charitable activities	Disability Advice and Information	Live Well and Safe	Alternative to Respite Care	Self and Group Advocacy	Total 2022	Disability Advice and Information	Live Well and Safe	Disability Holidays	Self and Group Advocacy	Total 2021
	2022	2022	2022	2022	£	2021	2021	2021	2021	£
Staff costs	126,966	34,970	60,088	56,824	278,848	136,542	10,004	22,975	33,974	203,495
Other staff costs	11,728	40	10	472	12,250	1,280	-	-	375	1,655
Volunteer costs	92	-	-	504	596	-	-	-	42	42
Project delivery	103,058	394	2,983	8,052	114,487	93,974	-	-	7,062	101,036
Consortium payments	206,075	-	-	103,258	309,333	200,047	-	-	105,188	305,235
Purchases	1,179	8,643	-	-	9,822	-	282	-	-	282
Grants payable	-	-	-	-	-	-	-	14,099	-	14,099
	449,098	44,047	63,081	169,110	725,336	431,843	10,286	37,074	146,641	625,844
Share of support costs (see note 9)	175,634	18,389	25,029	27,060	246,112	172,404	6,702	11,248	20,562	210,916
Share of governance costs (see note 9)	24,630	418	621	661	26,330	22,360	142	-	510	23,012
	649,362	62,854	88,731	196,831	997,778	626,607	17,130	48,322	167,713	859,772
Analysis by fund										
Unrestricted funds	87,924	4,738	-	-	92,662	58,565	1,103	-	-	59,668
Restricted funds	561,438	58,116	88,731	196,831	905,116	568,042	16,027	48,322	167,713	800,104
	649,362	62,854	88,731	196,831	997,778	626,607	17,130	48,322	167,713	859,772

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

9 Support costs	Support costs	Governance costs	2022	Support costs	Governance costs	2021
	£	£	£	£	£	£
Staff costs	106,026	-	106,026	100,918	-	100,918
Depreciation	12,213	-	12,213	3,861	-	3,861
Establishment costs	65,675	-	65,675	58,383	-	58,383
Office costs	43,330	-	43,330	34,730	-	34,730
Travel	179	-	179	12	-	12
Sundry	2,099	-	2,099	1,952	-	1,952
Advertising and publicity	8,724	-	8,724	472	-	472
Bank charges	973	-	973	374	-	374
Professional fees	6,100	-	6,100	9,739	-	9,739
Room hire and meeting costs	793	-	793	475	-	475
Independent examiners fees	-	3,600	3,600	-	3,000	3,000
Accountancy and payroll	-	22,463	22,463	-	20,012	20,012
Trustees expenses	-	267	267	-	-	-
	<u>246,112</u>	<u>26,330</u>	<u>272,442</u>	<u>210,916</u>	<u>23,012</u>	<u>233,928</u>
Analysed between						
Charitable activities	<u>246,112</u>	<u>26,330</u>	<u>272,442</u>	<u>210,916</u>	<u>23,012</u>	<u>233,928</u>

Support costs are allocated based on number of staff hours per activity.

10 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the current or previous year. 5 (2021: 0) trustees were reimbursed travel expenses totalling £267 (2021: £nil) during the year.

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

11 Employees

Number of employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
Charitable activities	15	10
Management and administration	4	4
	<hr/> 19	<hr/> 14
	<hr/> <hr/>	<hr/> <hr/>

Employment costs

	2022 £	2021 £
Wages and salaries	356,610	282,076
Social security costs	22,643	17,682
Other pension costs	5,621	4,655
	<hr/> 384,874	<hr/> 304,413
	<hr/> <hr/>	<hr/> <hr/>

During the year redundancy costs of £325 were incurred for one employee (2021 - £nil). The redundancy costs were limited to those that the Charity was legally obliged to pay.

There were no employees whose annual remuneration was £60,000 or more during the current or prior year.

12 Taxation

As a charity the company is exempt from tax on income falling within part II of the Corporation Tax Act 2010 and on gains falling within s256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objectives. No tax charges have arisen in the charity.

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

13 Tangible fixed assets	Leasehold improvements	Fixtures and fittings	Total
	£	£	£
Cost			
At 1 April 2021	-	33,970	33,970
Additions	16,267	39,393	55,660
Disposals	-	(8,451)	(8,451)
At 31 March 2022	16,267	64,912	81,179
Depreciation and impairment			
At 1 April 2021	-	13,519	13,519
Depreciation charged in the year	422	11,464	11,886
Eliminated in respect of disposals	-	(6,747)	(6,747)
At 31 March 2022	422	18,236	18,658
Carrying amount			
At 31 March 2022	15,845	46,676	62,521
At 31 March 2021	-	20,451	20,451
14 Stocks		2022	2021
		£	£
Finished goods and goods for resale		1,762	6,500
15 Debtors		2022	2021
Amounts falling due within one year:		£	£
Trade debtors		79,364	58,468
Other debtors		3,627	2,000
Prepayments and accrued income		40,354	25,253
		123,345	85,721

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

16 Creditors: amounts falling due within one year

	2022	2021
	£	£
Other taxation and social security	6,569	5,767
Trade creditors	81,325	75,222
Other creditors	1,559	453
Accruals and deferred income	69,634	101,839
	<u>159,087</u>	<u>183,281</u>

17 Retirement benefit schemes

Defined contribution schemes

The Charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the Charity in an independently administered fund.

The charge to profit and loss in respect of defined contribution schemes was £5,621 (2021: £4,655).

Contributions totalling £1,246 (2021: £1,093) were payable to the scheme at the year end and are included in creditors.

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

18 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds					Movement in funds				
	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers	Balance at 1 April 2021	Incoming resources	Resources expended	Incoming resources	Resources expended 31 March 2022	Balance at 31 March 2022
	£	£	£	£	£	£	£	£	£	£
BMDC Advice and information	-	251,540	(260,282)	8,742	-	226,536	(226,536)	-	-	-
BMDC Signposter	-	13,246	(13,246)	-	-	13,250	(13,250)	-	-	-
Annette Fox Leukaemia Trust	-	29,792	(30,654)	-	(862)	34,092	(33,230)	-	-	-
Cancer Support Yorkshire	-	6,500	(6,500)	-	-	6,500	(6,500)	-	-	-
Disabled toilet	3,500	-	(1,330)	-	2,170	-	(2,170)	-	-	-
YBS - Ipads capitalised	1,705	-	(540)	-	1,165	-	(540)	-	625	-
COVID Community Champions	-	80,170	(80,170)	-	-	97,999	(97,999)	-	-	-
Reaching Inequalities in City - Clicks Welfare Advice	-	17,024	(17,024)	-	-	21,988	(21,988)	-	-	-
BMDC Disability Facilities	250	-	(250)	-	-	10,733	(10,733)	-	-	-
BMDC Innovation for User Led Organisations	-	80,000	(59,875)	-	20,125	120,000	(110,125)	-	30,000	-
BMDC Alternative to Respite Care	-	15,633	(10,702)	-	4,931	93,800	(88,731)	-	10,000	-
Net DPO Covid Funding Project	-	12,000	(12,000)	-	-	5,832	(5,832)	-	-	-
Give Bradford Covid-19 Strategic Infrastructure Project	-	24,965	(24,965)	-	-	-	-	-	-	-
NLCF DPO Research Project	-	5,000	(5,000)	-	-	-	-	-	-	-
CABAD Test and Trace Community Engagement	-	6,000	(6,000)	-	-	-	-	-	-	-
Bradford MDC - Live Well and Safe	6,823	6,873	(2,825)	-	10,871	51,983	(62,854)	-	-	-
Community Action	-	-	-	-	-	2,400	(2,400)	-	-	-
Adult Services Access Point	-	-	-	-	-	20,000	(20,000)	-	-	-
Carers Holiday fund	13,000	33,737	(46,737)	-	-	-	-	-	-	-
Made in Manningham	-	7,500	(7,500)	-	-	5,500	(5,500)	-	-	-
Self and Advocacy	16,620	168,392	(185,012)	-	-	171,032	(171,032)	-	-	-
Bradford MDC - Live Well and Safe (Sensory)	-	24,492	(24,492)	-	-	-	-	-	-	-
BISON	-	5,000	(5,000)	-	-	5,000	(5,000)	-	-	-
OpenMinds Project	-	-	-	-	-	9,100	(9,100)	-	-	-
Small grants	-	-	-	-	-	2,250	(2,250)	-	-	-
The Neighbourly Foundation	-	-	-	-	-	1,000	(1,000)	-	-	-
Kickstart	-	-	-	-	-	18,906	(18,906)	-	-	-
	41,898	787,864	(800,104)	8,742	38,400	917,901	(915,676)		40,625	

EQUALITY TOGETHER

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022**

18 Restricted funds

(Continued)

Activities and services as described in the title of the fund.

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

19 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2020	Transfers	Balance at 1 April 2021	Transfers	Balance at 31 March 2022
	£	£	£	£	£
Fixed Asset Fund	5,183	14,102	19,285	(19,285)	-
Redundancy	11,084	(11,084)	-	-	-
Memorial fund	2,500	-	2,500	-	2,500
	<u>18,767</u>	<u>3,018</u>	<u>21,785</u>	<u>(19,285)</u>	<u>2,500</u>

The designated Fixed Asset Fund relates to the value of the fixed assets held by the Charity. This balance has been transferred to general funds in the year.

The Redundancy fund is a contingency fund in case of the unexpected loss of funding.

The Hardship and Memorial funds are provide small grants to disabled people and carers in hardship.

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

22 Operating lease commitments

During the year the charity made payments under non-cancellable operating leases of £42747 (2021; £15,170). At the reporting end date the Charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2022 £	2021 £
Within one year	16,000	16,000
Between two and five years	48,000	40,000
In over five years	60,000	60,000
	<u>124,000</u>	<u>116,000</u>

23 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2022 £	2021 £
Aggregate compensation	<u>74,610</u>	<u>62,597</u>

There were no further related party transactions which require disclosure (2021 None).

24 Cash generated from operations

	2022 £	2021 £
Deficit for the year	(18,002)	(13,636)
Adjustments for:		
Loss on disposal of tangible fixed assets	327	-
Depreciation and impairment of tangible fixed assets	11,886	3,861
Movements in working capital:		
Decrease/(increase) in stocks	4,738	(362)
(Increase) in debtors	(37,624)	(23,029)
(Decrease)/increase in creditors	(24,194)	124,240
Cash (absorbed by)/generated from operations	<u>(62,869)</u>	<u>91,074</u>

EQUALITY TOGETHER

England & Wales - Charity number 700084

Accounts

EQUALITY TOGETHER

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

Company Registration No. 02221536 (England and Wales)
Charity Registration No. 700084

EQUALITY TOGETHER

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Gill Bowskill - Chair
Andrew Ward - Treasurer
Alvin Adey - Vice Chair
Jenny Scott
Lynn Asquith
Joanne Bolland (Appointed 7 October 2020)
Mohinder Singh Chana (Appointed 5 November 2020)
Natalie Jovanovic (Appointed 7 January 2021)
Balu Iad (Appointed 5 November 2020)
Mathew Ward (Appointed 5 November 2020)

Senior management team

J Griffiths
M Nicholson (Chief Executive Officer)

Charity number 700084

Company number 02221536

Principal address

Manningham Mills Community Centre
The Silk Warehouse, Lilycroft Road
Bradford
BD9 5BD

Registered office

Manningham Mills Community Centre
The Silk Warehouse, Lilycroft Road
Bradford
BD9 5BD

Independent examiner

Alison Whalley FCA
Naylor Wintersgill Limited
Carlton House
Grammar School Street
Bradford
BD1 4NS

Bankers

Unity Trust Bank
P O Box 7193
Willenhall
WV1 9DG

Barclays Bank Plc
10 Market Street
Bradford
BD1 1EG

EQUALITY TOGETHER

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EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2021

The Trustees present their report and accounts for the year ended 31 March 2021.

2020/2021 has been yet another momentous year for the organisation. The board of trustees acknowledge the achievements made throughout what has been a very difficult and challenging year of service provision as Equality Together.

The board of trustees have overseen the ongoing performance of all services, ensuring that they are maintained and delivered to high standard through this period of considerable change as a result of very challenging circumstances as a result of Covid-19 and are fully satisfied by the quality of service and outcomes for service users.

The position at 31/03/2021 reflects a lot of hard work undertaken by the Senior Leadership Team, staff, volunteers and trustees to secure contracts into 2021/2022 and beyond. This has been as a result of an extremely focused and productive programme of service provision, delivery and cost savings. Our achievements reflect of our continuing commitment to partnership working with other like-minded organisations and agencies.

The charity is in a position to continue to deliver its activities during the coming year but recognise that a further significant programme of change will have to be developed and implemented to ensure the short to medium term sustainability of the organisation following the ongoing impact of Coronavirus COVID-19 which will be our main priority. The charity's assets are adequate to fulfil its obligations, although trustees are aware of the need to increase these to provide a stronger element of protection within the current economic climate.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charity's articles of association, the Companies Act 2006 and "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)"

Objectives and activities

A Summary of the Objects of the Charity as set out in its Governing Document.

- a. To provide the relief of all people, primarily those who live in the area of Yorkshire, who by reason of their disability, age, infirmity, sickness, social or economic circumstances, caring responsibilities, or who are socially excluded for other reasons, face barriers to accessing, or have a need of, health, social care or other related community services.
- b. To provide information, advice, support and training, which will enable those people to respond to issues of concern and interest directly related to their care or to help them meet their needs and participate more fully in society and more specifically within their local communities.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

Public Benefit

The Board of Trustees have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

The objective of the charity is to enable people with disabilities living in the Bradford Metropolitan District to achieve a high quality of life and to help them to help themselves to take up some of the same opportunities that non-disabled people have open to them in a modern and integrated society. We have achieved this by continuing to offer free high quality and professional advice and information on welfare benefits, equipment for the needs of daily living within the home, Blue Badge parking, transport issues, education, employment, sport and leisure facilities, housing, health services, volunteering and holiday planning. We assist disabled people, through the provision of information, signposting or advice/representation, to obtain their statutory rights and benefits, and to improve their opportunities and living standards. We have developed a website of useful information for disabled people in the Bradford District and ensure that our service remains free at the point of delivery. In so doing we have served the following charitable purposes described in the Charities Act 2011:

- The prevention or relief of poverty
- The advancement of health
- The relief of those in need, by reason of youth, age, ill-health, disability, financial hardship or other disadvantage

Activities and Services

At 31 March 2021 Equality Together employed fifteen paid workers and over thirty active volunteers.

1. Administration
2. Complex Needs Welfare Advice
 - Lot One Complex Needs Welfare Advice
 - Reaching Inequalities in City Welfare Advice
 - Annette Fox Leukaemia Research Fund
 - Disability Information & Advice
3. Self & Group Advocacy
 - Self- Empowered Support (Peer Support)
 - Group Advocacy (Voice)
4. Health & Wellbeing
 - Disabled Persons Holiday & Activities Project (until 31.01.21)
 - Holiday Project for Carers (until 31.01.21)
 - Alternatives to Respite "HoliBreak+" (as from 01.02.21)
 - Our Lives Our Way Bradford Innovation Fund Project (as from 09.08.2020)
5. Independent Living Services
 - Live, Well & Safe (Equipment Demonstration Centre)
 - Social Enterprise Project
 - Sensory Needs Project
6. Training
 - Certa Training Centre
7. Covid-19 Related Programmes
 - Keeping Neurodivergent People Connected Project
 - National Emergencies Trust (NET) Disabled People Organisations Funding (Regional Partner)
 - Disabled People Organisations Research Project – Regional Research Partner
 - Give Bradford COVID Infrastructure Funding – Equalities Project
8. The Role and Contribution of Volunteers

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

1. Administration

- Staffed by two part time workers.
- a. Reception – is responsible for the operation and effective of running of the reception area, including all incoming telephone calls, providing effective first contact and support, volunteers also support the work of the reception team.
- b. Administration Support – a part time administration assistant was responsible for monitoring, compiling records, room hire, group advocacy and support to the Board of Trustees.

2. Complex Needs Welfare Advice

- Delivered by four full time welfare advice officers supported by volunteers.

a. Complex Needs Welfare Advice

Specialist and generalist advice about the wide range of state benefits available to disabled people or people with long term health conditions that come under the criteria of “Complex Needs” as defined within the commissioned contract with Bradford Metropolitan District Council (BMDC).

As a result of Covid-19, the service has had to be delivered remotely embracing digital platforms of web chat, WhatsApp & Zoom as well as telephone and email support and engagement with service users, engaging and supporting **3,038** individuals, generating **£1,456,519.19** of additional income.

b. Reaching Inequalities in City Welfare Advice Project

Specialist and generalist advice service in relation to benefits available to vulnerable people directly referred by the Community Connectors, operating fourteen (14) hours per week, this is a sub-contracted service via Bradford VCS Alliance funded by NHS England through Bradford City & Bradford District Clinical Commissioning Groups. Initially aimed to commence service delivery as from 01.04.20 but was delayed due to Covid-19 until 01.07.20.

To date the project has engaged and supported **213** individuals.

c. Annette Fox Leukaemia Research Fund Welfare Advice Project

Funded since January 2015, this dedicated project that provides patients suffering from Leukaemia or blood disorders, carers and their families, specialist and generalist advice in relation to benefits, grants and money advice.

The project in 2020/2021 has engaged and supported **495** individuals and generated **£885,030.20** of additional income.

d. The Disability Information & Advice Service

Provides both a signposting service to assist disabled people in finding help with reliable and reference checked support services throughout the district, as well as dedicated casework in relation to more focused issues within Health & Wellbeing.

e. Income Generated

Equality Together

Over the financial year of 2020/2021, Equality Together through provision within both Complex Needs Welfare Advice and The Annette Fox Leukaemia Research Fund Welfare Advice Projects have successfully supported individuals (disabled people and carers that come under the criteria of complex needs) from across the District of Bradford to gain over **£2,341,549.36** additional income.

The Lot One Complex Needs Welfare Advice Consortia

Partners including Age UK Bradford & District, Cancer Support Yorkshire, Citizens Advice Bradford & Airedale/Bradford Law Centre and Gillington Advice & Training Centre have jointly supported clients from across the Metropolitan District of Bradford to gain over **£4,837,193.19** additional income within the financial year of 2020/2021.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

3. Self & Group Advocacy

- Delivered by two part time senior workers, a part time support worker and supported by volunteers:

a. Self-Advocacy - Empowered Support (Peer Support)

Primarily delivered by disabled people for disabled people our "Peer Support Workers" who are "Peoples with Direct Lived Experience" have supported and empowered clients over the past twelve months that face many complex situations within life. This service provides each individual with six sessions in which clients are supported to identify and prioritise issues and concerns then through a focused empowered approach find long term solutions.

b. Group Advocacy

The team works with disabled people, carers and other people who use a variety of health, housing & social care services. We work with people, using community development principles so that they are able to influence the improvement and development of the services they use, often working together with partners from the statutory sector. We also support people to come together to work influence change and campaign around issues that are important to them.

The groups we currently work with and support include:

- 1, Bradford & District Disabled People's Forum
- 2, Service User Involvement Group for Bradford Council's Health & Wellbeing Services
- 3, Black Health Forum
- 4, Bradford Association of Visually Impaired People (BAVIP)

4. Health & Wellbeing

- Delivered by a part time project co-ordinator, a part time project support worker and supported by volunteers plus consortium partner organisations:

a. Disabled Persons Holiday and Recreational Support Service

Commissioned by Bradford Metropolitan District Council this service helps disabled people find and take accessible and appropriate holidays in the UK and abroad. Cases often involve significant planning, research and funding. Enquiries come from people with physical disabilities, mental health needs, learning disabilities and/or from the carers of such people. Funding is raised from charities and trusts to support disabled clients in taking holidays.

The service was de-commissioned as from 31.01.21

b. The Carers Holiday Scheme

This service was established as an extension of the Holiday and Recreational Support Scheme to ensure that carers also have opportunities to take appropriate breaks. The organisation has been commissioned by Bradford Metropolitan District Council to distribute grants on their behalf. Some carers do not have the time or are not well enough to organise a holiday and appreciate the practical support the scheme gives them. The scheme has been successful in reaching carers who look after people with a wide range of disabilities. As well as helping carers with holidays, the scheme also gives carers information about the availability of other services and benefits.

The scheme was de-commissioned as from 31.01.21

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

c. Alternative to Respite (HoliBreak+)

Commissioned by Bradford Metropolitan District Council for three years commencing as from 01.02.2021, replaces the previous two funded programmes of the "Disabled Peoples Holiday & Recreational Support Service and The Carers Holiday Project".

This our new venture sees a completely new and fresh approach to respite provision for carers and disabled people. Since the start of February, our team have been developing a comprehensive portfolio (database) of UK destinations, accommodation and activities which will provide choice for the individual. The delivery approach is a more a dedicated "Support Planning Service" that will enable individuals in receipt of a personal budget or NHS Continuing Care budget with an amount built in for Respite Care, or a self-funder to find either a holiday, short break, day trip or activity.

d. Our Lives Our Way (Bradford Innovation Fund Project)

Commissioned by Bradford Metropolitan District Council for three years commencing as from 09.08.2020, this programme sees Equality Together as the lead and accountable organisation of a consortia including Bradford People First (BPF), Bradford Talking Media (BTM) and People First Keighley & Craven (PFKC).

This new programme, provides a perfect opportunity for people with disabilities to work together in an innovative new group to be supported to make their own choices and shape what they would like to do. In which we offer more tailored opportunities or alternative activities supported by their personal budgets, part of this project is to support the individual with life skills coaching and confidence boosting.

We have 4 part time staff - each are disability trained and experienced programme workers who support people across the week using a mixture of 1 to 1 session's and within small working groups. Our approach is to use a varied range of accessible formats for people with lived experience of disability; in the aim of enabling them to explore their chosen areas of interest. Based upon previous findings from social worker surveys, could include employment opportunities- volunteering-social activities such as -cinema or socialisation, sporting activities- days out or clubs.

The opportunities are completely guided by the working groups, so this list is not exhaustive and are ultimately be steered by the wishes and wants of the participants.

Individuals are directly referred into the programme by social workers, each individual is assigned a dedicated programme to support their journey. As a result of COVID-19, all contact has been conducted remotely mostly via Zoom, both in terms of one-to-one support as well as the working groups.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

5. Live Well & Safe (Independent Living Service)

- Delivered by a part time occupational therapist, a part time sensory needs worker and supported by volunteers.

a. Equipment Demonstration Centre

The service provides an extensive range of aids, adaptations and equipment to support the needs of disabled people or individuals suffering with a long-term illness/condition enabling more self-independence and control within their own environment.

To support the needs of disabled people, individuals with long term illness/condition or professionals in gaining greater awareness of aids, adaptations and equipment that in turn will meet the needs of clients. "Gadget Roadshows" are booked to attend various community group meetings, events, exhibitions and conferences throughout the district, due to the ongoing impact of Covid-19, events have been attended digitally by members of the team.

b. Social Enterprise

Clients can see in action or trail physical or sensory needs aids, adaptations & equipment, purchases can be made via our own in-house sales team or signposted to another local dealer.

c. Sensory Needs Project

Commissioned by Bradford Metropolitan District Council this service empowers and enables partly sighted and hearing-impaired individuals by the provision of information, advice and signposting plus providing practical one to one support in regard to aids, adaptations and equipment in relation to "Sensory Needs".

6. Training

- Delivered by one dedicated part time member of staff supported by volunteers:

a. Certa Training Centre

As a recognised and accredited training centre for Certa, Equality Together has been exploring new areas of accredited training programs that will develop the skills and knowledge of students which in turn will enhance their individual employability opportunities or raise their personal confidence and aspirations.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

7. COVID-19 Related Programmes

- Delivered by both internal and external staff supported by volunteers:

a. Keeping Neurodivergent People Connected Project

NHS England funding to the value of £7,500 was gained, administered by Inclusion North to deliver an eight (8) week intensive programme of information, guidance and support in relation to Coronavirus COVID-19 to 420 clients that come under the criteria of "Neurodivergent" i.e., clients that have one of the following conditions:

- 1, Learning Disability
- 2, Autism
- 3, ADHD
- 4, Mental Health

The funding programme enabled contact to be made to 35 individual clients each week by a mode of communication that works for them i.e., telephone, text, WhatsApp, Facebook Messenger or Skype that works for them.

The project was a huge success, with fantastic feedback both from the service user and also Inclusion North on the take up of the project delivered by Equality Together.

b. National Emergencies Trust (NET) Disabled People Organisations Funding (Regional Partner)

£12,000 was secured by Equality Together to be the Regional Delivery Partner for West/North Yorkshire & The North East on behalf of ROFA and Inclusion London as part of the UK Alliance to identify, make contact and support other Disabled People Organisations (DPO's) to apply for funding from NET in relation to COVID within the following three programme areas: Income, Isolation & Independent Living.

As part of the process, we engaged with 56 DPO's from across the targeted areas of West & North Yorkshire and The North East that resulted in over £84,000 being awarded and £14,000 of this amount being awarded to 4 DPO's in Bradford.

c. Disabled People Organisations Research Project – Regional Research Partner

£5,400 was gained Equality Together to be the Regional Research Partner for West/North Yorkshire & The North East on behalf of Inclusion London as part of a national research programme funded by the National Lottery Community Fund, to undertake a focused research and engagement project to DPO's based within the targeted areas.

The project ended in February, which saw a number of focused virtually based engagement sessions taking place with stakeholders from various DPO's within West & North Yorkshire and The North East.

d. Give Bradford COVID Infrastructure Funding – Equalities

£24,965 gained by Equality Together as the lead and accountable organisation of a consortium of local based VCS organisations namely, CABAD, Equity Partnership & Racial Equality Network (REN) to support a six month programme of activities that in turn will support VCS organisations to undertake an audit and create an Equality & Diversity Framework combined with sector support and specialist training programmes being delivered in relation to "Reach & Engagement" with individuals within the 9 areas of protected characteristics and health inequalities by specialist organisations within BAME, LGBTQ+ and Disability/Long Term Health Conditions.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

The project commenced delivery in mid-October that has seen:

Creation of the "Equality & Diversity Framework"

Partners and sub-contractors engaged

Front-line VCS organisations identified & contact made,

Direct engagement & support from CABAD Development

Workers to support and upskill VCS organisations to undertake
the framework

Specialist organisations engaged with virtual training
programmes developed for delivery in March

The project delivered in March:

6 x Equality Act & Governance Virtual Training Programmes

6 x Accessible Information Virtual Training Programmes

6 x LGBTQ+IA Virtual Training Programmes

6 x BAME Awareness Virtual Training Programmes

Outcomes:

50 VCS Organisations Engaged

17 VCS Organisations completed the Equality & Diversity Framework

205 Frontline VCS Staff attended the Training Programmes

Project Monitoring Report completed and submitted

8. The Role & Contribution of Volunteers

- Delivered (overseen and co-ordinated) by one dedicated part time member of staff.

- a. Volunteers help make an appropriate and significant contribution to the work and service objectives of Equality Together (ET). They put their experience, knowledge and skills at our disposal, free of charge, with the primary aim of helping us achieve our service objectives and thereby bring benefit to the local community. Each volunteer has a role description, outlining specific tasks, responsibilities and reporting lines of the volunteer. All volunteers receive a planned induction to organisation and of the various services delivered within ET, regular supervision and support sessions, and positive feedback on their contribution. Volunteers lend support in many areas of the organisation's work: reception, welfare rights, and information services and within equipment demonstration centre. Dependent upon their requirements, they benefit from work experience in a busy office, training to most office skills, full travelling expenses, a pleasant and friendly team to work with, up to date PCs with word processing and database software, and the opportunity to contribute to a worthwhile cause.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

Achievements and performance

Over the past twelve months we have continued to deliver a core range of services combined with exploring new areas of development that in turn will support the aims of objectives of the charity as well as provide additional and needed forms of income. Throughout the year this was made very clear that without either additional new avenues of funding being secured or in year savings, we were at risk of not having sufficient resources to meet our obligations to staff and those who use the services we provide. This has again brought into sharp focus by the level of Public Sector cuts imposed on the Local Authority and NHS by the Government, and in the face of this ongoing economic climate resulting from Coronavirus COVID-19.

As reported within previous annual reports, one of our most long standing services in relation to Welfare Advice (benefits), Information & Advice, that saw a major program of change in terms of the changes to funding for advice across the Metropolitan District of Bradford in the summer of 2016, that resulted in a new contract being awarded for four years (totalling £1.1m equating to £264,000 per year) to Equality Together as the lead partner of a "Complex Needs Consortia" (specialising in disability & long term health conditions) and several partners Age UK Bradford & District (specialising in age), Citizens Advice Bradford & Airedale (specialising in mental health), Cancer Support Yorkshire (specialising in cancer) and Girlington Advice & Training Centre (for specialist support to BAME communities) starting in January 2017.

As a result of ongoing financial pressures faced by the local authority the start of the new financial year (01.04.2020) saw a 20% reduction in funding to this project a loss of £52,800 that equates to over £24,000 for Equality Together and the potential of this funding coming to an end at 31.03.2021. Due to the ongoing impact and challenges of COVID-19, the local authority following funding gained from Government provided a 20% uplift to the programme for the final two quarters of 2020/2021 financial year plus provided some additional capital funding to support the purchase of new ICT equipment.

The Holiday and Activities Project is now in its 14th year and demand for the specialist service remains high. The number of requests for information without financial support has again risen, with the service providing a wide range of activities and trips combined with providing additional support through signposting to other internal and external service providers based throughout the district.

The Holiday Project for Carers now in its 14th and final year of operation was as popular as ever. Grants of up to £300 are made available to enable Carers to take a break and we over achieved our target by providing **(150)** breaks a year for people from across the district.

In the autumn of 2019, we were informed by the local authority of the intention to merge both "Disabled People Holiday & Recreational Support Service" and "The Carers Holiday Project" into a new programme entitled "Alternative to Respite Provision" that would go out to tender in early 2020, in the aim to go live as from 1st July 2020, due to the impact and challenges of COVID-19, the procurement process was delayed, being awarded in the late Autumn of 2020 to our organisation commencing service delivery as from 1st February 2021. This new project does not include a grant facility for carers but provides a more self-empowered programme of individual choice and control in relation to holidays and activities in preparation for the formal launch of the Individual Social Fund (ISF), expansion of direct payments and self-funders.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

Live Well & Safe Project (The Independent Living “Equipment Demonstration Centre”) supports both disabled people and professionals, many come to the centre and attend our ‘open days’ these are very popular and well attended. A wide variety of products can be demonstrated and made available for sale, or arrangements made with ‘retailers’ to supply directly to the disabled person. The Service offers volunteers, many of whom are themselves disabled, opportunities to train and improve their skills, which for some provides a route back into employment.

In the autumn of 2017, Equality Together in partnership with Bradford People First and People First Keighley & Craven submitted and were successful in winning the Lot Two Non-Statutory Self & Group Advocacy Service commissioned by Bradford Metropolitan District Council (BMDC) to commence service delivery as from 1st April 2018 until 31st March 2021, total value of £484,481.88 equating to £161,493.96 per annum, Equality Together is the lead partner of the partnership. The contract saw a slight funding uplift of £6,993.77 to £168,487.73 per annum an extension of the contract to 31.03.2022.

Through our third year of service delivery within Non-Statutory Self & Group Advocacy partners have been working with the Commissioning Team of Bradford Metropolitan District Council to develop the offer across the Metropolitan District of Bradford in the provision of a “People Centred Approach” to both self and group empowered support for clients facing issues and problems within daily life.

The profile of Equality Together is raised through the further development of all services within the organisation but also via networking in attending, supporting and leading various virtual events throughout the year in relation to our core operations and also in the City’s response to COVID-19.

Client satisfaction and feedback is vital to the ongoing provision of services ensuring that they both meet the expectations of service users but are people centred. Feedback forms and surveys are sent to all our clients (service users), that highlights that the vast majority of our clients were more than happy with the service provided, across all departments and services delivered. No clients expressed dissatisfaction with the service. **5%** were very satisfied and **95%** fairly satisfied. The majority of our clients found that the information they received was easy to understand and that we were good at keeping them informed of progress. When asked if they would recommend our services to other people **90%** of clients said they were certain to, and **10%** said they were likely to.

We continue (subject to funding constraints) to distribute publicity leaflets to all clients, statutory service providers (local authority) community resource facilities, care homes, GP surgeries, hospitals, pharmacists, NHS Direct, local support groups and organisations.

We have an interactive website, (including webchat) which can be viewed, we can also be followed on social media i.e., Facebook, Instagram & Twitter: -

Website (including web chat: <https://www.equalitytogether.org.uk>)

Facebook: <https://www.facebook.com/equalitytogether>

Instagram: <https://instagram.com/equalitytogetherbradford>

Twitter: <https://www.twitter.com/EqualityTo>

Fundraising

Section 162a of the Charities Act 2011 requires charities to make a statement regarding fundraising activities. The legislation defines fundraising as ‘soliciting or otherwise procuring money or other property for charitable purposes’. The charity does not actively raise funds from the public either directly or via use of an agent, accordingly no such amounts are presented in the financial statements for the year under review. The charity has received no complaints in relation to fundraising activity for the year under review.

Given the nature of the funding of the charity the Trustees consider that it remains appropriate not to be voluntarily bound to be regulated by the Fundraising Regulator.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

Financial review

Policies on Reserves

The Board of Trustees consider that they should review the level of reserves held by the charity at regular intervals. The charity's unrestricted free reserves, which have not been designated for specific use, stood at £4,608. The Board of Trustees feel that reserves should equate to approximately four months running costs, currently £286,000, to ensure that adequate resources are available to allow continued furtherance of the objects of the charity in the event of temporary shortfall in incoming resources while alternative funds are sought. The management committee believe that holding adequate funds to cover four months operating costs would allow for an orderly winding up of the organisation and would also enable the organisation to be able to meet its obligations towards staff and creditors in the event of there being no possibility of securing alternative longer-term funding. The current reserves fall short of this target.

The reserves policy will be reviewed upon an annual basis as part of our ongoing due diligence process.

Availability and adequacy of assets of each of the funds

The board of trustees is satisfied that the charity's assets in each fund are available and adequate to fulfil its obligations in respect of each fund.

Principal funding sources and how expenditure in the year under review has supported the key objectives of the charity

The main sources of income have been from Bradford Metropolitan District Council and from Bradford City & Bradford District Clinical Commissioning Groups (NHS). The charity also received/used funding from a number of independent charitable trusts. It also generated its own income, principally through small equipment sales and wheelchair hire.

Transactions and Financial position

The financial statements are set out on pages 17-37. The financial statements have been prepared implementing the 2005 Revision of the Statement of Recommended Practice for Accounting and Reporting by Charities issued by the Charity Commission for England and Wales (revised in October 2019).

The Statement of Financial Activities shows a total incoming resource of £846,136 (2020 £656,638) and a total resources expended of £859,772 (2020 £653,881), resulting in a deficit for the year of £13,636 (2020 - £2,757 surplus).

The total reserves at the year-end stand at £64,793 (2020 - £78,429).

Free unrestricted, undesignated reserves amounted to £4,608 (2020 - £17,764)

Designated funds amounted to £21,785 (2020 - £18,767).

The Trustees have assessed the major risks to which the Charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

Plans for Future Periods

To focus on stabilising, maintaining and sustaining the different elements within our organisation combined with exploring and gaining new areas of income generation to ensure our short to medium term sustainability, is our major priority for the coming year.

To review all staff roles, responsibilities and hours of work in order to ensure that we have the most effective organisational, management and project delivery structures in place to guide, lead and sustain the organisation for the future. This will be achieved within the income resources available to the organisation.

A key aspect of that focus will be on maintaining and creatively sustaining the key strands of our service provision in order to respond to the needs and aspirations of those we serve.

As a disabled peoples user led organisation, we will continue to seek out and work with like-minded organisations (locally, regionally and nationally) who share our commitment to empowering those people who face barriers, to challenge, overcome and remove barriers. We recognise that in the current economic and commissioning climate there is strength in seeking to create and sustain meaningful partnerships with like-minded organisations.

We will continue to grow our knowledge of the “lived experience” of disability and a ‘volunteer’ base of people with such experience, in order to better ensure that the service we provide, the people and organisations we see to influence reflect and respond to that “experience”.

We will continue to work in partnership with partners and other like-minded organisations, to influence and develop choice and control for disabled people in all aspects of their lives.

We will continue to work with and in partnership other information and advice lead providers, and in particular the Complex Needs Advice Consortia, in order to ensure that we contribute full to the district having the most costs effective and efficient Information and Advice Service as possible for the overall benefit of the citizens of our district and for the specific benefit of those citizens who need that advice because of their disability.

We will continue to work with our partners and other providers in relation to “Advocacy”, in order to ensure that we contribute fully to the District having the most cost effective and efficient Non Statutory Self & Group Advocacy Service, that in turn will benefit the citizens of our district through the provision of empowered support (prioritising issues, developing solutions and outcomes) and user voice (ensuring that key issues facing those people facing barriers within their lives are highlighted and brought to the attention of those who can make a difference).

We will review and were possible further strengthen our “outreach strategy” (subject to Covid-19 restrictions) and promote collaborative working through attendance at community events, community centres in conjunction with other local third sector providers of similar services. This in turn will link into and address priorities of both Bradford Metropolitan District Council (BMDC) and the Clinical Commissioning Groups (CCGs) within the area.

We will continue to grow and develop our role as a social enterprise to generate income through equipment sales, both on line and within the demonstration centre(s), arrangements with retailers and any other saleable services to the benefit of disabled people combined.

We will explore new avenues of income generation in regard to Conferencing & Hospitality and Supported Care to support the future sustainability of the organisation.

We will continue to grow and develop partnerships with commissioners and third sector partners and support groups to embrace the principles of “first contact & triage” in order to provide “holistic” responses to people’s needs.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

Structure, governance and management

The Charity is a company limited by guarantee and registered with the Charity Commission. The charitable company is governed by its articles of association dated 31 July 1987 and updated 6 July 2015.

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Gill Bowskill - Chair

Andrew Ward - Treasurer

Alvin Adey - Vice Chair

Jenny Scott

Lynn Asquith

Joanne Bolland (Appointed 7 October 2020)

Mohinder Singh Chana (Appointed 5 November 2020)

Natalie Jovanovic (Appointed 7 January 2021)

Balu lad (Appointed 5 November 2020)

Mathew Ward (Appointed 5 November 2020)

At each Annual General Meeting one third of the management committee retire by rotation and subject to eligibility may be re-elected.

None of the members of the board has any beneficial interest in the company. All of the members of the management committee are members of the company and guarantee to contribute £1 in the event of a winding up.

Indemnity insurance has been taken out during the year and is included in the insurance costs.

It is the Charity's aim to have a balanced board both in terms of skills and experience and also being representative of the client group using the service. It is the policy to have at least 51% of members with disabilities. This then informs recruitment to the board in terms of where and how the charity should advertise. The charity has a formal process for the recruitment, appointment and training of management committee members.

Overall responsibility for the running of the service lies with the Trustee Board, a body of no less than four and no more than twelve people, the majority of whom must have some form of disability. The Board of Trustees sets policy and direction for the organisation and meets bi-monthly. Urgent decisions can be taken by the Executive Sub Group (a sub group of the Board of Trustees, made up of Chair, Vice-Chair and Treasurer), which can meet at short notice when urgent decisions are required. Any action taken by this 'executive' committee must be reported to the full Trustee Board at the earliest opportunity.

EQUALITY TOGETHER

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

To support the smooth running of the organisation, two sub boards meet upon a bi-monthly basis in order to be able to consider in detail and comment on both the performance and financial position of the organisation:

- The Development & Performance Sub Board was chaired by Alvin Adey
- The Finance & Resources Sub Board was chaired by Andrew Ward

This model of operation will be maintained as part of the governance structure of Equality Together.

The CEO is responsible for all aspects of the day-to-day operational delivery and strategic development of the organisation, supported in turn by the Operations Manager and Finance Manager forming the Senior Leadership Team (SLT).

- Mark Nicholson, Chief Executive Officer
- Jill Griffiths, Operations Manager
- Christopher Elliott, Finance Manager

The Board of Trustees as part of its business has conducted its own risk review of the major risks to which the charity is exposed and is satisfied that systems are in place to minimise those risks.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime under the Companies Act 2006.

The Trustees' report was approved by the Board of Trustees.

DocuSigned by:

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Gill Bowskill - Chair
Trustee
Dated: 23 September 2021

EQUALITY TOGETHER

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2021

The Trustees, who are also the directors of Equality Together for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then 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 Charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the Charity 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 Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

EQUALITY TOGETHER

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF EQUALITY TOGETHER

I report on the financial statements of the Charity for the year ended 31 March 2021, which are set out on pages 17 to 36.

Respective responsibilities of Trustees and examiner

The Charity's Trustees, who are also the directors of Equality Together for the purposes of company law, are responsible for the preparation of the financial statements. The Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination being a qualified member of member of the Institute of Chartered Accountants in England and Wales.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- (i) examine the financial statements under section 145 of the 2011 Act;
- (ii) to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- (iii) to state whether particular matters have come to my attention.

Basis of independent examiner's report


My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the financial statements presented with those records. It also includes consideration of any unusual items or disclosures in the financial statements, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the financial statements present a 'true and fair view' and the report is limited to those matters set out in the next statement.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (a) which gives me reasonable cause to believe that in any material respect the requirements:
 - (i) to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - (ii) to prepare financial statements which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities;have not been met or
- (b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.

DocuSigned by:



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Alison Whalley

Naylor Wintersgill Limited

Carlton House
Grammar School Street
Bradford
BD1 4NS

Dated: 23 September 2021

EQUALITY TOGETHER

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2021

		Unrestricted funds 2021 £	Restricted funds 2021 £	Total Unrestricted funds 2021 £	Restricted funds 2020 £	Total 2020 £
	Notes					
Income and endowments from:						
Donations and legacies	3	43,591	13,200	56,791	11	26,079
Charitable activities	4	13,320	774,664	787,984	7,497	608,188
Other trading activities	5	875	-	875	11,984	11,984
Investments	6	-	-	-	534	534
Other income	7	486	-	486	9,862	9,862
Total income		58,272	787,864	846,136	29,888	656,638
Expenditure on:						
Charitable activities	8	59,668	800,104	859,772	58,194	653,881
Net (outgoing)/ incoming resources before transfers		(1,396)	(12,240)	(13,636)	(28,306)	2,757
Gross transfers between funds		(8,742)	8,742	-	-	-
Net (expenditure)/income for the year/ Net movement in funds		(10,138)	(3,498)	(13,636)	(28,306)	2,757
Fund balances at 1 April 2020		36,531	41,898	78,429	10,835	75,672
Fund balances at 31 March 2021		26,393	38,400	64,793	41,898	78,429

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

EQUALITY TOGETHER

BALANCE SHEET

AS AT 31 MARCH 2021

	Notes	2021		2020	
		£	£	£	£
Fixed assets					
Tangible assets	13		20,451		6,888
Current assets					
Stocks	14	6,500		6,138	
Debtors	15	85,721		62,692	
Cash at bank and in hand		135,402		61,752	
		227,623		130,582	
Creditors: amounts falling due within one year	16	(183,281)		(59,041)	
Net current assets			44,342		71,541
Total assets less current liabilities			64,793		78,429
Income funds					
Restricted funds	18		38,400		41,898
<u>Unrestricted funds</u>					
Designated funds	19	21,785		18,767	
General unrestricted funds		4,608		17,764	
			26,393		36,531
			64,793		78,429

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2021.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 23 September 2021

Gill Bowskill - Chair
Trustee

DocuSigned by:
Gill Bowskill
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Company Registration No. 02221536

EQUALITY TOGETHER

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2021

	Notes	2021 £	£	2020 £	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	24		91,074		(22,743)
Investing activities					
Purchase of tangible fixed assets		(17,424)		(7,375)	
Investment income received		-		534	
Net cash used in investing activities			(17,424)		(6,841)
Net cash used in financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			73,650		(29,584)
Cash and cash equivalents at beginning of year			61,752		91,336
Cash and cash equivalents at end of year			135,402		61,752

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

Charity information

Equality Together is a private company limited by guarantee incorporated in England and Wales. The registered office is Manningham Mills Community Centre, Lilycroft Road, Bradford, BD9 5BD.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's [governing document], the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The Charity is a Public Benefit Entity as defined by FRS 102.

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

The accounts have been prepared on the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the accounts, the Trustees, having considered agreed and expected funding, the ever changing economic climate and the Covid-19 pandemic, have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable funds

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

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

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

1.4 Incoming resources

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

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

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

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

1.5 Resources expended

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

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 include central functions and are allocated to activity cost categories on a basis of employee hours split between the funds.

Grants payable are payments made to third parties in the furtherance of the charitable objectives. Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the Statement of Financial Activities once the recipient of the grant has provided the specific service or output.

Grants payable without performance conditions are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to the grant which remain in the control of the charity.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	25% straight line
-----------------------	-------------------

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies (Continued)

1.9 Cash and cash equivalents

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

1.10 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

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

Basic financial liabilities

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

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

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

Derecognition of financial liabilities

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

1.11 Employee benefits

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

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

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due. Pension costs are allocated between funds based on employee hours.

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

1.13 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

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

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total Unrestricted funds	Restricted funds	Total
	2021	2021	2021	2020	2020
	£	£	£	£	£
Donations and gifts	11,344	-	11,344	11	4,696
Grants	32,247	13,200	45,447	-	21,363
	<u>43,591</u>	<u>13,200</u>	<u>56,791</u>	<u>11</u>	<u>26,059</u>
	<u><u>43,591</u></u>	<u><u>13,200</u></u>	<u><u>56,791</u></u>	<u><u>11</u></u>	<u><u>26,059</u></u>
Grants receivable for core activities					
Bradford Metropolitan District Council	10,000	-	10,000	-	-
Annette Fox Leukaemia Research Fund	-	700	700	-	-
Community Action Hale	-	5,000	5,000	-	3,750
Other grants for individual support	-	-	-	-	10,000
Access to Work	2,247	-	2,247	-	7,613
Inclusion North	-	7,500	7,500	-	-
Power to Change	20,000	-	20,000	-	-
	<u>32,247</u>	<u>13,200</u>	<u>45,447</u>	<u>-</u>	<u>21,363</u>
	<u><u>32,247</u></u>	<u><u>13,200</u></u>	<u><u>45,447</u></u>	<u><u>-</u></u>	<u><u>21,363</u></u>

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

4 Charitable activities

	Disability Advice and Information	Disability Equipment	Disability Holidays	Self and Group Advocacy	Total	Disability Advice and Information	Disability Equipment	Disability Holidays	Self and Group Advocacy	Total
	2021	2021	2021	2021	2021	2020	2020	2020	2020	2020
	£	£	£	£	£	£	£	£	£	£
Sale of goods and services	-	13,129	-	-	13,129	-	6,021	-	-	6,021
Grants	444,400	128,135	33,737	168,392	774,664	319,264	25,000	94,932	161,495	600,691
Primary purpose trading	-	191	-	-	191	-	1,476	-	-	1,476
	<u>444,400</u>	<u>141,455</u>	<u>33,737</u>	<u>168,392</u>	<u>787,984</u>	<u>319,264</u>	<u>32,497</u>	<u>94,932</u>	<u>161,495</u>	<u>608,188</u>
Analysis by fund										
Unrestricted funds	-	13,320	-	-	13,320	-	7,497	-	-	7,497
Restricted funds	444,400	128,135	33,737	168,392	774,664	319,264	25,000	94,932	161,495	600,691
	<u>444,400</u>	<u>141,455</u>	<u>33,737</u>	<u>168,392</u>	<u>787,984</u>	<u>319,264</u>	<u>32,497</u>	<u>94,932</u>	<u>161,495</u>	<u>608,188</u>

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

4 Charitable activities

(Continued)

Performance related grants

Bradford Metropolitan District Council	289,277	-	33,737	168,392	491,406	283,672	25,000	94,932	161,495	565,099
Annette Fox Leukemia Research Fund	29,092	-	-	-	29,092	35,592	-	-	-	35,592
BMDC Innovation	80,000	-	-	-	80,000	-	-	-	-	-
CCG Clicks	17,024	-	-	-	17,024	-	-	-	-	-
BMDC Live Well and Safe	6,873	-	-	-	6,873	-	-	-	-	-
Cancer Support Yorkshire	6,500	-	-	-	6,500	-	-	-	-	-
BMDC Alternative to Respite Care	15,634	-	-	-	15,634	-	-	-	-	-
Community Action	-	6,000	-	-	6,000	-	-	-	-	-
Leeds Community Foundation	-	24,965	-	-	24,965	-	-	-	-	-
Stonger Communities	-	80,170	-	-	80,170	-	-	-	-	-
Inclusion London	-	17,000	-	-	17,000	-	-	-	-	-
	<u>444,400</u>	<u>128,135</u>	<u>33,737</u>	<u>168,392</u>	<u>774,664</u>	<u>319,264</u>	<u>25,000</u>	<u>94,932</u>	<u>161,495</u>	<u>600,691</u>

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

5 Other trading activities

	Unrestricted funds	Unrestricted funds
	2021 £	2020 £
Room hire	875	11,984

6 Investments

	Unrestricted funds	Unrestricted funds
	2021 £	2020 £
Interest receivable	-	534

7 Other income

	Unrestricted funds	Total and Unrestricted funds
	2021 £	2020 £
Other income	486	9,862

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

8 Charitable activities

	Disability Advice and Information 2021 £	Disability Equipment 2021 £	Disability Holidays 2021 £	Self and Group Advocacy 2021 £	Total 2021 £	Disability Advice and Information 2020 £	Disability Equipment 2020 £	Disability Holidays 2020 £	Self and Group Advocacy 2020 £	Total 2020 £
Staff costs	136,542	10,004	22,975	33,974	203,495	98,625	9,780	23,802	28,370	160,577
Other staff costs	1,280	-	-	375	1,655	636	-	4,082	-	4,718
Volunteer costs	-	-	-	42	42	649	14	-	1,829	2,492
Project delivery	93,974	-	-	7,062	101,036	13,503	-	6,170	3,656	23,329
Consortium payments	200,047	-	-	105,188	305,235	155,992	-	-	97,500	253,492
Purchases	-	282	-	-	282	216	4,895	-	-	5,111
Grants payable	-	-	14,099	-	14,099	-	-	21,554	-	21,554
	<u>431,843</u>	<u>10,286</u>	<u>37,074</u>	<u>146,641</u>	<u>625,844</u>	<u>269,621</u>	<u>14,689</u>	<u>55,608</u>	<u>131,355</u>	<u>471,273</u>
Share of support costs (see note 9)	172,404	6,702	11,248	20,562	210,916	144,618	5,075	9,312	9,750	168,755
Share of governance costs (see note 9)	22,360	142	-	510	23,012	9,151	795	2,318	1,589	13,853
	<u>626,607</u>	<u>17,130</u>	<u>48,322</u>	<u>167,713</u>	<u>859,772</u>	<u>423,390</u>	<u>20,559</u>	<u>67,238</u>	<u>142,694</u>	<u>653,881</u>
Analysis by fund										
Unrestricted funds	58,565	1,103	-	-	59,668	57,978	216	-	-	58,194
Restricted funds	568,042	16,027	48,322	167,713	800,104	365,412	20,343	67,238	142,694	595,687
	<u>626,607</u>	<u>17,130</u>	<u>48,322</u>	<u>167,713</u>	<u>859,772</u>	<u>423,390</u>	<u>20,559</u>	<u>67,238</u>	<u>142,694</u>	<u>653,881</u>

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

9 Support costs

	Support costs	Governance costs	2021	Support costs	Governance costs	2020
	£	£	£	£	£	£
Staff costs	100,918	-	100,918	76,122	-	76,122
Depreciation	3,861	-	3,861	1,132	-	1,132
Establishment costs	58,383	-	58,383	51,942	-	51,942
Office costs	34,730	-	34,730	25,613	-	25,613
Travel	12	-	12	611	-	611
Sundry	1,952	-	1,952	2,026	-	2,026
Advertising and publicity	472	-	472	1,168	-	1,168
Bank charges	374	-	374	761	-	761
Professional fees	9,739	-	9,739	8,737	-	8,737
Room hire and meeting costs	475	-	475	643	-	643
Independent examiners fees	-	3,000	3,000	-	3,750	3,750
Accountancy and payroll	-	20,012	20,012	-	9,345	9,345
Trustees expenses	-	-	-	-	758	758
	<u>210,916</u>	<u>23,012</u>	<u>233,928</u>	<u>168,755</u>	<u>13,853</u>	<u>182,608</u>
Analysed between						
Charitable activities	<u>210,916</u>	<u>23,012</u>	<u>233,928</u>	<u>168,755</u>	<u>13,853</u>	<u>182,608</u>

Support costs are allocated based on number of staff hours per activity.

10 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the current or previous year. 0 (2020: 2) trustees were reimbursed travel expenses totalling £nil (2020: £758) during the year.

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

11 Employees

Number of employees

The average monthly number of employees during the year was:

	2021	2020
	Number	Number
Charitable activities	10	10
Management and administration	4	4
	<u>14</u>	<u>14</u>

Employment costs

	2021	2020
	£	£
Wages and salaries	282,076	219,484
Social security costs	17,682	13,412
Other pension costs	4,655	3,803
	<u>304,413</u>	<u>236,699</u>

During the year redundancy costs of £nil were incurred for one employees (2020 - £4,082, one employee). The redundancy costs were limited to those that the Charity was legally obliged to pay.

There were no employees whose annual remuneration was £60,000 or more during the current or prior year.

12 Taxation

As a charity the company is exempt from tax on income falling within part II of the Corporation Tax Act 2010 and on gains falling within s256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objectives. No tax charges have arisen in the charity.

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

13 Tangible fixed assets

	Fixtures and fittings £
Cost	
At 1 April 2020	39,997
Additions	17,424
Disposals	(23,451)
	<u>33,970</u>
At 31 March 2021	<u>33,970</u>
Depreciation and impairment	
At 1 April 2020	33,109
Depreciation charged in the year	3,861
Eliminated in respect of disposals	(23,451)
	<u>13,519</u>
At 31 March 2021	<u>13,519</u>
Carrying amount	
At 31 March 2021	<u>20,451</u>
At 31 March 2020	<u>6,888</u>

14 Stocks

	2021 £	2020 £
Finished goods and goods for resale	6,500	6,138
	<u>6,500</u>	<u>6,138</u>

15 Debtors

	2021 £	2020 £
Amounts falling due within one year:		
Trade debtors	58,468	39,499
Other debtors	2,000	3,000
Prepayments and accrued income	25,253	20,193
	<u>85,721</u>	<u>62,692</u>

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

16 Creditors: amounts falling due within one year

	2021 £	2020 £
Other taxation and social security	5,767	4,125
Trade creditors	75,222	34,423
Other creditors	453	3,121
Accruals and deferred income	101,839	17,372
	<u>183,281</u>	<u>59,041</u>

17 Retirement benefit schemes

Defined contribution schemes

The Charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the Charity in an independently administered fund.

The charge to profit and loss in respect of defined contribution schemes was £4,655 (2020: £3,803).

Contributions totalling £nil (2020: £869) were payable to the scheme at the year end and are included in creditors.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**FOR THE YEAR ENDED 31 MARCH 2021****18 Restricted funds**

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			Movement in funds			Transfers	Balance at 31 March 2021
	Balance at 1 April 2019	Incoming resources	Resources expended	Balance at 1 April 2020	Incoming resources	Resources expended		
	£	£	£	£	£	£	£	£
BMDC Advice and information	-	274,791	(274,791)	-	251,540	(260,282)	8,742	-
BMDC Signposter	-	13,250	(13,250)	-	13,246	(13,246)	-	-
Annette Fox Leukaemia Trust	-	35,592	(35,592)	-	29,792	(30,654)	-	(862)
Cancer Support Yorkshire	-	5,000	(5,000)	-	6,500	(6,500)	-	-
Disabled toilet	3,500	-	-	3,500	-	(1,330)	-	2,170
YBS - Ipads capitalised	2,000	-	(295)	1,705	-	(540)	-	1,165
COVID Community Champions	-	-	-	-	80,170	(80,170)	-	-
Reaching Inequalities in City - Clicks Welfare Advice	-	-	-	-	17,024	(17,024)	-	-
Holiday and individual support	-	5,267	(5,017)	250	-	(250)	-	-
BMDC Innovation for User Led Organisations	-	-	-	-	80,000	(59,875)	-	20,125
BMDC Alternative to Respite Care	-	-	-	-	15,633	(10,702)	-	4,931
Net DPO Covid Funding Project	-	-	-	-	12,000	(12,000)	-	-
Give Bradford Covid-19 Strategic Infrastructure Project	-	-	-	-	24,965	(24,965)	-	-
NLCF DPO Research Project	-	-	-	-	5,000	(5,000)	-	-
CABAD Test and Trace Community Engagement	-	-	-	-	6,000	(6,000)	-	-
Bradford MDC - Live Well and Safe	-	6,873	(50)	6,823	6,873	(2,825)	-	10,871
Disability equipment	998	24,500	(25,498)	-	-	-	-	-
Holiday Recreation Scheme	-	18,950	(18,950)	-	-	-	-	-
Carers Holiday fund	4,337	76,032	(67,369)	13,000	33,737	(46,737)	-	-
Keeping Neurodivergent People Connected	-	-	-	-	7,500	(7,500)	-	-
Self and Advocacy	-	161,495	(144,875)	16,620	168,392	(185,012)	-	-
Bradford MDC -Live Well and Safe (Sensory)	-	-	-	-	24,492	(24,492)	-	-
BISON	-	5,000	(5,000)	-	5,000	(5,000)	-	-
	<u>10,835</u>	<u>626,750</u>	<u>(595,687)</u>	<u>41,898</u>	<u>787,864</u>	<u>(800,104)</u>	<u>-</u>	<u>38,400</u>

Activities and services as described in the title of the fund.

Expenditure from the Annette Fox Leukaemia Trust fund has exceeded income by £862. funds are expected in the year ended 31 March 2022 to cover the deficit.

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

19 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2019	Expenditure	Transfers	Balance at 1 April 2020	Transfers	Balance at 31 March 2021
	£	£	£	£	£	£
Fixed Asset Fund	645	-	4,538	5,183	14,102	19,285
Redundancy	15,166	(4,082)	-	11,084	(11,084)	-
Memorial fund	-	-	2,500	2,500	-	2,500
	<u>15,811</u>	<u>(4,082)</u>	<u>7,038</u>	<u>18,767</u>	<u>3,018</u>	<u>21,785</u>

The designated Fixed Asset Fund relates to the value of the fixed assets held by the Charity and will reduce with depreciation.

The Redundancy fund is a contingency fund in case of the unexpected loss of funding. A transfer has been made during the year to general funds.

The Hardship and Memorial funds are provide small grants to disabled people and carers in hardship.

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

20 Funds

	Balance at 1 April 2019	Movement in funds			Balance at 1 April 2020	Movement in funds			Balance at 31 March 2021
		Income	Expenditure	Transfers		Income	Expenditure	Transfers	
	£	£	£	£	£	£	£	£	£
Restricted Funds	10,835	626,750	(595,687)		41,898	787,864	(800,104)	8,742	38,400
Designated Funds	15,811	-	(4,082)	7,038	18,767	-	-	3,018	21,785
General Funds	49,026	29,888	(54,112)	(7,038)	17,764	58,272	(59,668)	(11,760)	4,608
	<u>75,672</u>	<u>656,638</u>	<u>(653,881)</u>	<u>-</u>	<u>78,429</u>	<u>846,136</u>	<u>(859,772)</u>	<u>-</u>	<u>64,793</u>

21 Analysis of net assets between funds

	General funds 2021 £	Designated funds 2021 £	Restricted funds 2021 £	Total 2021 £	General funds 2020 £	Designated funds 2020 £	Restricted funds 2020 £	Total 2020 £
Fund balances at 31 March 2021 are represented by:								
Tangible assets	-	19,285	1,166	20,451	-	5,183	1,705	6,888
Current assets/(liabilities)	4,608	2,500	37,234	44,342	17,764	13,584	40,193	71,541
	<u>4,608</u>	<u>21,785</u>	<u>38,400</u>	<u>64,793</u>	<u>17,764</u>	<u>18,767</u>	<u>41,898</u>	<u>78,429</u>

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

22 Operating lease commitments

During the year the charity made payments under non-cancellable operating leases of £18,720 (2019; £18,716). At the reporting end date the Charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2021 £	2020 £
Within one year	16,000	16,000
Between two and five years	40,000	8,000
In over five years	60,000	-
	<u>116,000</u>	<u>24,000</u>

23 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2021 £	2020 £
Aggregate compensation	<u>62,597</u>	<u>61,132</u>

There were no further related party transactions which require disclosure (2019 None).

24 Cash generated from operations

	2021 £	2020 £
(Deficit)/surplus for the year	(13,636)	2,757
Adjustments for:		
Investment income recognised in statement of financial activities	-	(534)
Depreciation and impairment of tangible fixed assets	3,861	1,132
Movements in working capital:		
(Increase)/decrease in stocks	(362)	200
(Increase) in debtors	(23,029)	(9,862)
Increase/(decrease) in creditors	124,240	(16,436)
Cash generated from/(absorbed by) operations	<u>91,074</u>	<u>(22,743)</u>