

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

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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.

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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.

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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.

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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.

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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

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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 of 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: -

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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.

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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.

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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.

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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

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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.

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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

		Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
	Notes						
<u>Income and endowments from:</u>							
Donations and legacies	3	-	71,621	71,621	43,591	13,200	56,791
Charitable activities	4	39,082	846,280	885,362	13,320	774,664	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	787,864	846,136
<u>Expenditure on:</u>							
Raising funds	7	-	10,560	10,560	-	-	-
Charitable activities	8	92,662	905,116	997,778	59,668	800,104	859,772
Total resources expended		92,662	915,676	1,008,338	59,668	800,104	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)	(3,498)	(13,636)
Fund balances at 1 April 2021		26,393	38,400	64,793	36,531	41,898	78,429
Fund balances at 31 March 2022		6,166	40,625	46,791	26,393	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	
		143,357		227,623	
Creditors: amounts falling due within one year	16	(159,087)		(183,281)	
Net current (liabilities)/assets			(15,730)		44,342
Total assets less current liabilities			46,791		64,793
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	
			6,166		26,393
			46,791		64,793

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

Gill Bowskill

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 Self and Group Advocacy	Total	Disability Advice and Information	Live Well and Safe	Disability Self and Group Advocacy	Total
	2022	2022	2022	2022	2022	2021	2021	2021	2021
	£	£	£	£	£	£	£	£	£
Sale of goods and services	-	25,566	-	-	25,566	-	13,129	-	13,129
Grants	529,465	51,983	93,800	171,032	846,280	444,400	128,135	168,392	774,664
Primary purpose trading	-	13,516	-	-	13,516	-	191	-	191
	529,465	91,065	93,800	171,032	885,362	444,400	141,455	168,392	787,984
Analysis by fund									
Unrestricted funds	-	39,082	-	-	39,082	-	13,320	-	13,320
Restricted funds	529,465	51,983	93,800	171,032	846,280	444,400	128,135	168,392	774,664
	529,465	91,065	93,800	171,032	885,362	444,400	141,455	168,392	787,984

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 Self and Group Advocacy	Disability Holidays	Total 2021
	2022 £	2022 £	2022 £	2022 £	£	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	171,032	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

6 Other income

Total	Total and Unrestricted funds
2022	2021
£	£
Other income	486

7 Raising funds

Fundraising and publicity
Fundraising

Restricted funds	Total
2022	2021
£	£
10,560	-
10,560	-

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

8 Charitable activities

	Disability Advice and Information 2022	Live Well and Safe 2022	Alternative to Respite Care 2022	Self and Group Advocacy 2022	Total 2022	Disability Advice and Information 2021	Live Well and Safe 2021	Disability Holidays 2021	Self and Group Advocacy 2021	Total 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
	<u>19</u>	<u>14</u>

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
	<u>384,874</u>	<u>304,413</u>

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:

	Balance at 1 April 2020 £	Movement in funds			Movement in funds			Balance at 1 April 2021 £	Movement in funds			Balance at 31 March 2022 £
		Incoming resources £	Resources expended £	Transfers £	Incoming resources £	Resources expended £	Transfers £					
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	-	-	-	-	-	-
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)	-	-	120,000	(110,125)	20,125	-	-	-	30,000
BMDC Alternative to Respite Care	-	15,633	(10,702)	-	-	93,800	(88,731)	4,931	-	-	-	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

20 Funds	Balance at 1 April 2020 £	Movement in funds			Balance at 1 April 2021 £	Movement in funds			Balance at 31 March 2022 £
		Income	Expenditure	Transfers		Income	Expenditure	Transfers	
Restricted Funds	41,898	787,864	(800,104)	8,742	38,400	917,901	(915,676)	-	40,625
Designated Funds	18,767	-	-	3,018	21,785	-	-	(19,285)	2,500
General Funds	17,764	58,272	(59,668)	(11,760)	4,608	72,435	(92,662)	19,285	3,666
	78,429	846,136	(859,772)	-	64,793	990,336	(1,008,338)	-	46,791

21 Analysis of net assets between funds	General funds			Designated funds			Restricted funds			Total		
	2022	£		2022	£		2022	£		2022	£	
Fund balances at 31 March 2022 are represented by:												
Tangible assets	62,521		-	-		-	-		-	62,521		20,451
Current assets/(liabilities)	(58,855)		2,500	40,625		(15,730)	4,608		4,608	(15,730)		44,342
	3,666		2,500	40,625		46,791	4,608		4,608	46,791		64,793

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>