

EQUALITY TOGETHER

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

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 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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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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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 trial 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.

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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.

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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>

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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.

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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 - 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:

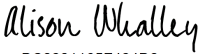
- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to 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

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
	Notes						
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	978,523	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	309,242	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	260,120	891,324	1,151,444
Total resources expended		178,579	1,333,164	1,511,743	260,120	930,604	1,190,724
Gross transfers between funds		-	-	-	(58)	58	-
Net (expenditure)/income for the year/ Net movement in funds		(28,934)	(34,608)	(63,542)	49,064	47,977	97,041
Fund balances at 1 April 2023		55,230	88,602	143,832	6,166	40,625	46,791
Fund balances at 31 March 2024		26,296	53,994	80,290	55,230	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	-
Esmée 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 Advice and Information		Live Well and Safe		Well Being Hub Network		Alternative to Respite Care		Self and Group Advocacy		Disability Advice and Information		Live Well and Safe		Winter Pressures		Alternative to Respite Care		Self and Group Advocacy		Total	
	2024	£	2024	£	2024	£	2024	£	2024	£	2023	£	2023	£	2023	£	2023	£	2023	£	2023	£
Sale of goods and services	37,843		-		-		-		-		9,735		-		-		-		-		9,735	
	702,524		59,797		155,032		100,159		194,346		537,310		55,374		113,379		93,800		178,660		978,523	
Grants																						
Primary purpose trading	22,538		18,383		-		-		-		18,003		13,277		-		-		-		31,280	
	762,905		78,180		155,032		100,159		194,346		565,048		68,651		113,379		93,800		178,660		1,019,538	
Analysis by fund																						
Unrestricted funds	60,381		18,383		-		-		-		27,738		13,277		-		-		-		41,015	
Restricted funds	702,524		59,797		155,032		100,159		194,346		537,310		55,374		113,379		93,800		178,660		978,523	
	762,905		78,180		155,032		100,159		194,346		565,048		68,651		113,379		93,800		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 Hub Network	Alternative to Respite Care	Self and Group Advocacy	Total 2024	Disability Advice and Information	Live Well and Safe	Winter Pressures	Alternative to Respite Care	Self and Group Advocacy	Total 2023
		2024	2024	2024	2024	2024	£	2023	2023	2023	2023	2023	£
Performance related grants		£	£	£	£	£	£	£	£	£	£	£	£
BMDC		254,019	-	-	-	194,346	448,365	233,203	-	-	-	178,660	411,863
Annette Fox													
Leukemia													
Research Fund		34,092	-	-	-	-	34,092	37,342	-	-	-	-	37,342
BMDC Innovation		128,135	-	-	-	-	128,135	120,000	-	-	-	-	120,000
RIC Welfare													
Benefits Advice		25,512	-	-	-	-	25,512	26,612	-	-	-	-	26,612
BMDC Live Well and Safe		48,138	37,259	155,032	-	-	240,429	13,750	55,374	113,379	-	-	182,503
Manningham Youth Leader		25,552	-	-	-	-	25,552	-	-	-	-	-	-
BMDC Alternative to Respite Care		-	-	-	100,159	-	100,159	-	-	-	93,800	-	93,800
Inspired													
Neighbourhoods		-	22,538	-	-	-	22,538	106,403	-	-	-	-	9,100
Inclusion London		-	-	-	-	-	-	-	-	-	-	-	17,000
Bradford Culture Company		18,750	-	-	-	-	18,750						
National Lottery COPe		103,053	-	-	-	-	103,053	8,592	-	-	-	-	8,592
Co-production partnership		50,000	-	-	-	-	50,000	60,000					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 Being to Respite 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 £	2024 £	2024 £	2024 £	2024 £	£	2023 £	2023 £	2023 £	2023 £	2023 £	£
	Staff costs	315,127	34,382	87,933	55,272	57,041	549,755	216,306	37,131	37,330	44,004	61,104	395,875
	Other staff costs	4,941	-	-	-	-	4,941	8,553	267	195	48	383	9,446
	Volunteer costs	1,219	-	-	-	-	1,219	386	-	-	-	252	638
	Project delivery	25,234	25,099	60,039	32,415	391	143,178	(50,253)	4,980	50,253	34,128	5,469	44,577
	Consortium payments	236,739	-	-	-	115,596	352,335	185,166	-	-	-	110,575	295,741
	Purchases	34,275	-	-	-	-	34,275	24,024	-	-	-	-	24,024
		617,535	59,481	147,972	87,687	173,028	1,085,703	384,182	42,378	87,778	78,180	177,783	770,301
	Share of support costs (see note 9)	278,260	11,861	29,652	18,025	21,318	359,116	326,282	2,583	-	20,561	935	350,361
	Share of governance costs (see note 9)	30,436	-	-	-	-	30,436	30,782	-	-	-	-	30,782
		926,231	71,342	177,624	105,712	194,346	1,475,255	741,246	44,961	87,778	98,741	178,718	1,151,444
	Analysis by fund												
	Unrestricted funds	55,786	74,831	26,644	-	21,318	178,579	260,120	-	-	-	-	260,120
	Restricted funds	870,445	(3,489)	150,980	105,712	173,028	1,296,676	481,126	44,961	87,778	98,741	178,718	891,324
		926,231	71,342	177,624	105,712	194,346	1,475,255	741,246	44,961	87,778	98,741	178,718	1,151,444

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 Number	2023 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

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 2022 £	Movement in funds				Movement in funds				Transfers £	Balance at 31 March 2024 £
		Incoming resources £	Resources expended £	Transfers £	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £			
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)	20,260	-	-	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			Balance at 1 April 2023	Movement in funds			Balance at 31 March 2024
		Income	Expenditure	Transfers		Income	Expenditure	Transfers	
	£	£	£	£	£	£	£	£	
Restricted Funds	40,625	978,523	(930,604)	58	88,602	1,298,556	(1,333,164)	-	53,994
Designated Funds	2,500	-	-	-	2,500	-	-	-	2,500
General Funds	3,666	309,242	(260,120)	(58)	52,730	149,645	(178,579)	-	23,796
	46,791	1,287,765	(1,190,724)	-	143,832	1,448,201	(1,511,743)	-	80,290

22 Analysis of net assets between funds

Fund balances at 31 March 2024 are represented by:									
	General funds	Designated funds	Restricted funds	Total	General funds	Designated funds	Restricted funds	Total	
	2024	2024	2024	2024	2023	2023	2023	2023	2023
	£	£	£	£	£	£	£	£	£
Tangible assets	175,785	-	-	175,785	101,350	-	-	101,350	
Current assets/(liabilities)	(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>