

**EQUALITY TOGETHER**

**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2025**

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

EQUALITY TOGETHER

LEGAL AND ADMINISTRATIVE INFORMATION

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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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# EQUALITY TOGETHER

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

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### **Introduction**

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

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

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

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

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

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's Memorandum and Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

### **Objectives and activities**

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

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

# EQUALITY TOGETHER

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

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### **Public Benefit**

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

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

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

### **Activities and Services**

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

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

### **1. Administration**

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

# EQUALITY TOGETHER

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

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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

#### b. Reaching Inequalities in City Welfare Advice Project

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

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

#### c. Annette Fox Leukaemia Research Fund Welfare Advice Project

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

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

#### d. Bradford Foodbanks Financial Inclusion Project

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

#### e. Wellbeing Network Welfare Advice Project

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

#### f. The Disability Information & Advice Service

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

#### g. Income Generated

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

# EQUALITY TOGETHER

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

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### 3. Self & Group Advocacy

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

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

#### Group Advocacy

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

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

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

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

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

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

#### b. Voice Advocates

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

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

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



# EQUALITY TOGETHER

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

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### 4. Health & Wellbeing

#### a. Alternative to Respite (HoliBreak+)

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

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

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

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

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

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

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

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

Our working groups sessions area focused upon: -

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

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

#### c. Manningham Wellbeing Hub

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

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



## EQUALITY TOGETHER

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

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

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

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

Total number of people engaged: 466.

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

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

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

55 individuals engaged with the Dance2Fit Movement sessions.

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

- Manningham Mills Youth Group

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

#### 5. Live Well & Safe (Independent Living Service)

- a. Equipment Demonstration Centre

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

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

- b. Live Well & Safe Retail Social Enterprise

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

- c. Sensory Needs Project

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

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

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

## **EQUALITY TOGETHER**

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

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The project ran from November 2024 to November 2025.

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

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

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

#### **Management and Administration**

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

#### **Partnership working with Morley Street**

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

#### **Demographic information**

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

#### **Client Feedback**

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

# EQUALITY TOGETHER

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

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### 6. Training

#### a. Certa Training Centre

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

#### b. Training Programmes

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

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

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

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

### 7. The Co-production Partnership

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

#### **Structure and Accountability**

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

#### **Highlights from 2024-2025**

##### Access to Services

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

##### Health

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

##### Service Evaluation

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

##### Neurodiversity & Learning Disabilities

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

##### Other Initiatives

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

## EQUALITY TOGETHER

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

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#### Collaborations

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

#### Challenges

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

#### Conclusion

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

#### **8. Manningham Mills Community Hub**

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

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

- Lister's Coffee Shop
- Event & Room Hire

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

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

#### **9. The Role & Contribution of Volunteers**

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

# EQUALITY TOGETHER

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

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### **Achievements and Performance of the Charity**

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

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

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

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

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

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

#### **Websites:**

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

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

#### **Facebook:**

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

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

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

#### **Instagram:**

<https://instagram.com/equalitytogetherbradford>

#### **Twitter:**

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



# EQUALITY TOGETHER

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

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### Financial review

#### ***Policies on Reserves***

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

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

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

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

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

#### ***Availability and adequacy of assets of each of the funds***

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

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

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

#### ***Transactions and Financial position***

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

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

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

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

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

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

# EQUALITY TOGETHER

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

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### **Strategic Plans for the Future**

#### **Financial Objectives**

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

#### **Operational and Business Planning**

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

#### **Client Objectives**

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

#### **Volunteer Development**

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

#### **Staff Development and Support**

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

#### **External Income Generation & Fundraising**

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

#### **Governance Objectives**

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



## EQUALITY TOGETHER

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

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#### Structure, governance and management

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

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

Susan Crowe - Chair  
Alvin Adey - Vice Chair  
Jenny Scott  
Lynn Asquith

Mohinder Singh Chana

Andrew Ward

Stephanie Smith-Crawshaw

(Resigned 8 November 2024)

(Resigned 31 May 2024)

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

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

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

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

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

## EQUALITY TOGETHER

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

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

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

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

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

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

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

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

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

#### Auditor

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

#### Disclosure of information to auditor

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

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

Signed by:  
  
BEF3D701831B429  
**Susan Crowe - Chair**  
Trustee  
Dated: 19 December 2025

## **EQUALITY TOGETHER**

### **STATEMENT OF TRUSTEES' RESPONSIBILITIES**

#### ***FOR THE YEAR ENDED 31 MARCH 2025***

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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

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### Opinion

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

In our opinion, the financial statements:

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

### Basis for opinion

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

### Conclusions relating to going concern

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

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

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

### Other information

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

We have nothing to report in this regard.

### Matters on which we are required to report by exception

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

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

# EQUALITY TOGETHER

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

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### 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.

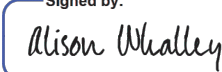
EQUALITY TOGETHER

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF EQUALITY TOGETHER

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

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

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

**Chartered Accountants**  
**Statutory Auditor**

Carlton House  
Grammar School Street  
Bradford  
BD1 4NS

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



## EQUALITY TOGETHER

### STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

**FOR THE YEAR ENDED 31 MARCH 2025**

		Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
	Notes						
<b><u>Income from:</u></b>							
Donations and legacies	3	17,871	36,172	54,043	15,336	86,698	102,034
Income from charitable activities	4	77,764	1,037,708	1,115,472	78,764	1,211,858	1,290,622
Other trading activities	5	41,189	-	41,189	55,263	-	55,263
Investments	6	-	-	-	282	-	282
<b>Total income</b>		<b>136,824</b>	<b>1,073,880</b>	<b>1,210,704</b>	<b>149,645</b>	<b>1,298,556</b>	<b>1,448,201</b>
<b><u>Expenditure on:</u></b>							
Raising funds	7	-	-	-	-	36,488	36,488
Charitable activity expenditure	8	149,367	1,112,874	1,262,241	178,579	1,296,676	1,475,255
<b>Total resources expended</b>		<b>149,367</b>	<b>1,112,874</b>	<b>1,262,241</b>	<b>178,579</b>	<b>1,333,164</b>	<b>1,511,743</b>
<b>Net expenditure for the year/ Net movement in funds</b>		<b>(12,543)</b>	<b>(38,994)</b>	<b>(51,537)</b>	<b>(28,934)</b>	<b>(34,608)</b>	<b>(63,542)</b>
Fund balances at 1 April 2024		26,296	53,994	80,290	55,230	88,602	143,832
<b>Fund balances at 31 March 2025</b>		<b>13,753</b>	<b>15,000</b>	<b>28,753</b>	<b>26,296</b>	<b>53,994</b>	<b>80,290</b>

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

All income and expenditure derive from continuing activities.

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



# EQUALITY TOGETHER

## BALANCE SHEET

**AS AT 31 MARCH 2025**

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

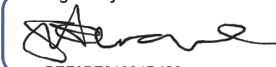
The notes on pages 22 to 39 form part of these financial statements.

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

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

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

Signed by:



BEF3D701831B429...  
Susan Crowe - Chair  
Trustee

**Company registration number 02221536**

# EQUALITY TOGETHER

## STATEMENT OF CASH FLOWS

**FOR THE YEAR ENDED 31 MARCH 2025**

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

# EQUALITY TOGETHER

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

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### 1 Accounting policies

#### Charity information

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

#### 1.1 Accounting convention

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

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

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

#### 1.2 Going concern

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

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

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

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

#### 1.3 Charitable funds

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

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

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

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

# EQUALITY TOGETHER

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

### 1 Accounting policies

(Continued)

#### 1.4 Incoming resources

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

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

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

#### 1.5 Resources expended

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

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them. Support costs include central functions and are allocated to activity cost categories on a basis of employee hours split between the funds.

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

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

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

#### 1.6 Tangible fixed assets

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

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

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

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

# EQUALITY TOGETHER

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

### 1 Accounting policies

(Continued)

#### 1.7 Impairment of fixed assets

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

#### 1.8 Stocks

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

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

#### 1.9 Cash and cash equivalents

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

#### 1.10 Financial instruments

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

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

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

#### **Basic financial assets**

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

#### **Basic financial liabilities**

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

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

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

#### **Derecognition of financial liabilities**

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

# EQUALITY TOGETHER

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

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### 1 Accounting policies

(Continued)

#### 1.11 Employee benefits

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

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

#### 1.12 Retirement benefits

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

### 2 Critical accounting estimates and judgements

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

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

# EQUALITY TOGETHER

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

### 3 Donations and legacies

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



# EQUALITY TOGETHER

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2025

4	Income from charitable activities	Disability Advice and Information		Live Well and Safe		Alternative to Respite Care		Self and Group Advocacy		Well Being Network		Live Well and Safe		Disability Advice and Information		Total		Alternative to Respite Care		Self and Group Advocacy		Total	
		2025	£	2025	£	2025	£	2025	£	2025	£	2025	£	2025	£	2025	£	2025	£	2025	£	2025	£
	Sale of goods and services	24,646		-		-		-		-		-		37,843		24,646		-		-		37,843	
	Grants	688,410		157,219		90,159		101,920		155,032		59,797		702,524		1,037,708		100,159		194,346		1,211,858	
	Primary purpose trading	14,199		38,919		-		-		-		18,383		22,538		53,118		-		-		40,921	
		727,255		196,138		90,159		101,920		155,032		78,180		762,905		1,115,472		100,159		194,346		1,290,622	
	Analysis by fund																						
	Unrestricted funds	38,845		38,919		-		-		-		18,383		60,381		77,764		-		-		78,764	
	Restricted funds	688,410		157,219		90,159		101,920		155,032		59,797		702,524		1,037,708		100,159		194,346		1,211,858	
		727,255		196,138		90,159		101,920		155,032		78,180		762,905		1,115,472		100,159		194,346		1,290,622	

EQUALITY TOGETHER

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

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

EQUALITY TOGETHER

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

5 Other trading activities

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

6 Investments

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

7 Raising funds

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

# EQUALITY TOGETHER

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2025

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

# EQUALITY TOGETHER

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

### 9 Support costs

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

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

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

### 10 Net movement in funds

**2025**  
**£**

**2024**  
**£**

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

Fees payable to the company's auditor for the audit of the company's financial statements	12,795	7,920
Depreciation of owned tangible fixed assets	40,982	31,919

### 11 Trustees

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

EQUALITY TOGETHER

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

12 Employees

Number of employees

The average monthly number of employees during the year was:

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

Employment costs

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

The above figure includes £22,680 redundancy payments.

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

13 Taxation

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

# EQUALITY TOGETHER

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

### 14 Tangible fixed assets

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

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

### 15 Stocks

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

### 16 Debtors

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



EQUALITY TOGETHER

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

17 Loans and overdrafts

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

18 Creditors: amounts falling due within one year

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

19 Retirement benefit schemes

Defined contribution schemes

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

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

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

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

20

Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

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

EQUALITY TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

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

EQUALITY TOGETHER

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

21 Designated funds

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

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

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

## 23 Analysis of net assets between funds

Fund balances at 31 March 2025 are represented by:									
	General funds	Designated funds	Restricted funds	Total	General funds	Designated funds	Restricted funds	Total	
	2025	2025	2025	2025	2024	2024	2024	2024	
	£	£	£	£	£	£	£	£	£
Tangible assets	140,255	-	-	140,255	175,785	-	-	175,785	
Current assets/(liabilities)	(129,002)	2,500	15,000	(111,502)	(151,989)	2,500	53,994	(95,495)	
	11,253	2,500	15,000	28,753	23,796	2,500	53,994	80,290	

# EQUALITY TOGETHER

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

### 24 Operating lease commitments

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

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

### 25 Related party transactions

#### Remuneration of key management personnel

The remuneration of key management personnel is as follows.

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

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

### 26 Cash generated from operations

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