

REGISTERED COMPANY NUMBER: 04198889 (England and Wales)  
REGISTERED CHARITY NUMBER: 1088411

REPORT OF THE TRUSTEES AND  
UNAUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2021  
FOR  
EQUALITY ACTION LTD

Duncan & Toplis Limited  
3 Princes Court,  
Royal Way  
Loughborough  
Leicestershire  
LE11 5XR

**EQUALITY ACTION LTD**

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FOR THE YEAR ENDED 31 MARCH 2021**

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**EQUALITY ACTION LTD**

**REFERENCE AND ADMINISTRATIVE DETAILS  
FOR THE YEAR ENDED 31 MARCH 2021**

<b>TRUSTEES</b>	Dr J Vincent Mr A Payne Mr A Akram Mr Y Ali Mrs L D Foukes (resigned 22.9.20) Mr D G Featonby (resigned 22.9.20) Mrs E Keightley Mrs A Sayed Bin Hanif Ms L Vine Rev C Dobbin Mr P G Lewis (appointed 22.9.20) Mr D Karia (appointed 22.9.20) (resigned 14.1.21)
<b>COMPANY SECRETARY</b>	Mr T W Shaw
<b>REGISTERED OFFICE</b>	66 Nottingham Road LOUGHBOROUGH Leicestershire LE11 1EU
<b>REGISTERED COMPANY NUMBER</b>	04198889 (England and Wales)
<b>REGISTERED CHARITY NUMBER</b>	1088411
<b>INDEPENDENT EXAMINER</b>	Duncan & Toplis Limited 3 Princes Court, Royal Way Loughborough Leicestershire LE11 5XR
<b>BANKERS</b>	Lloyds bank plc High Street Loughborough Leicestershire LE11 2QG

## **EQUALITY ACTION LTD**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of 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**

##### **Objectives and aims**

To work towards eliminating discrimination, to promote equality of opportunity and good relations between all persons in the Borough of Charnwood, in the County of Leicestershire.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

#### **ACHIEVEMENT AND PERFORMANCE**

##### **Charitable activities**

As a strategic partner of Charnwood Borough Council, the charity continued to play a major role in promoting community cohesion by co-ordinating inter-faith and inter-cultural events including Loughborough Mela. The charity continued to work with like-minded partners.

The charity delivered the final year of its Five-Year Big Lottery funded project (Improving Lives Project) working with men from Black, Asian & Minority Ethnic backgrounds (BAME). This delivered outcomes around health, employment and worked at building community resilience around extremism and radicalisation.

The charity's Five-Year Big Lottery funded project (Positive Minds Project) is in its third year and focuses on mental health work among the BAME community.

During the year the charity secured a contract with National Census to support those who struggled to complete their digital census forms.

#### **FINANCIAL REVIEW**

##### **Financial position**

The charity has total funds carried forward of £195,018 (2020: £138,754) made up of unrestricted funds of £119,791 (2020: £97,551) and restricted funds of £75,227 (2020: £41,243).

##### **Going concern**

Trustees are confident the charity has sufficient resources to meet its obligation to funders and clients during 2021 - 2022.

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **Governing document**

The charity is a company limited by guarantee. The charity's objects are to work towards eliminating discrimination and to promote equality of opportunity and good relations between all persons in the Borough of Charnwood, in the County of Leicestershire. The charity is governed by its Memorandum and Articles of Association dated 19 August 2008.

## **EQUALITY ACTION LTD**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021**

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **Recruitment and appointment of new trustees**

The trustees who served during the year were:

L Vine (Chair)  
Y Ali (Vice-Chair)  
J Vincent  
A Akram  
L D Foukes (resigned 22.9.2020)  
D G Featonby (resigned 22.9.2020)  
D Karia (appointed 22.9.2020 resigned 14.1.2021)  
E Keightley  
A Sayed Bint Hanif  
C Dobbin  
P Lewis (appointed 22.9.2020)

The board of trustees, which has up to 12 members, strives to recruit members able to offer skills appropriate to a Company Limited by Guarantee. New trustees are introduced to the workings of the charity. Trustees are encouraged to identify training needs and attend appropriate external courses. It administers the charity and meets monthly. There are subcommittees responsible for membership, personnel, finance and property, marketing and publicity.

##### **Wider network**

During the year financial support was given by Charnwood Borough Council and The National Lottery Community Fund to carry out work programmes for them.

The charity works in partnership with statutory, voluntary agencies and with community groups, these include Charnwood Borough Council, The Bridge, Citizen's Advice Bureau, Living Without Abuse, John Storer Charnwood, Fearon Hall and Loughborough Council of Faiths.

**EQUALITY ACTION LTD**

**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31 MARCH 2021**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Risk management**

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 them. A key element in the management of financial risk is the setting of a reserves policy and its regular review by trustees. Trustees have resolved to ensure that the charity is able to continue to provide all services for a period of at least two months in the event of a significant proportion of our income not being realised and also, in the event of having to come to a close, sufficient funds to meet all its obligations.

In order to meet these obligations, the trustees have set a minimum level of £35,000 for the charity's free reserves.

**Covid-19 pandemic**

Trustees were committed to abiding by Government advice and instructions regarding the pandemic.

In March 2020 following Government guidance the charity went into the first lockdown. The office closed during this period, with staff working remotely where appropriate. In this way, the charity was able to continue to support those most vulnerable in its community through projects and casework. The charity used mediums like WhatsApp calls and telephone calls to reach people during the lockdown.

The charity delivered several short term projects coming out of the first lockdown, using funding that came available. Beyond this, the charity secured Big Lottery Community Funding for a six- month project to support and help people coming out of lockdown. It delivered well-being sessions and engaged with people in different ways including small group exercise sessions, online Facebook activities and sending well-being packs to people in their homes.

The charity secured funding from the Community Justice Foundation (Access for Justice) to deliver pandemic related casework during October 2020 to March 2021.

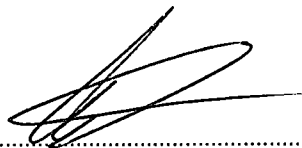
The charity strengthened its work in Loughborough East with key partners, including Charnwood Borough Council, to assist those who were affected by the pandemic, this included ensuring people could access benefit advice, food banks and support with their mental health.

**Disclosure of information to the Independent examiner**

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

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on .....18/6/21..... and signed on its behalf by:



.....  
Ms L Vine - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF  
EQUALITY ACTION LTD**

**Independent examiner's report to the trustees of Equality Action Ltd ('the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2021.

**Responsibilities and basis of report**

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

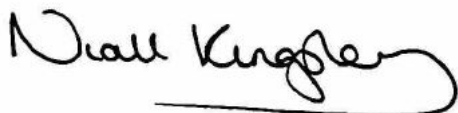
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Niall Kingsley ACA  
Duncan & Toplis Limited  
3 Princes Court,  
Royal Way  
Loughborough  
Leicestershire  
LE11 5XR

Date: 01/07/2021  
Date: .....

EQUALITY ACTION LTD

STATEMENT OF FINANCIAL ACTIVITIES  
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	2	81,320	159,979	241,299	157,579
Investments	3	2	-	2	11
Other		<u>660</u>	<u>-</u>	<u>660</u>	<u>2,291</u>
<b>Total</b>		<b>81,982</b>	<b>159,979</b>	<b>241,961</b>	<b>159,881</b>
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>					
Promotion of equality and opportunity	4	56,702	-	56,702	48,569
Awards for All (IT equipment)		-	376	376	-
Big Lottery Improving Lives		-	42,201	42,201	53,983
The Helen Jean Cope Charity		-	-	-	1,000
Big Lottery Positive Minds		-	37,516	37,516	53,546
National Lottery Beyond Lockdown Project		-	14,079	14,079	-
Access for Justice Casework		-	22,489	22,489	-
Charnwood Borough Council Covid Grant		3,000	-	3,000	-
Access for Justice Leadership		-	2,700	2,700	-
VITA Health		-	660	660	-
Good Things Foundation Census		-	496	496	-
Time to Shine Leadership Programme		-	4,100	4,100	-
Tech For Schools		-	1,378	1,378	-
<b>Total</b>		<b>59,702</b>	<b>125,995</b>	<b>185,697</b>	<b>157,098</b>
<b>NET INCOME</b>		<b>22,280</b>	<b>33,984</b>	<b>56,264</b>	<b>2,783</b>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		97,511	41,243	138,754	135,971
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b><u>119,791</u></b>	<b><u>75,227</u></b>	<b><u>195,018</u></b>	<b><u>138,754</u></b>

The notes form part of these financial statements



EQUALITY ACTION LTD (REGISTERED NUMBER: 04198889)

STATEMENT OF FINANCIAL POSITION  
31 MARCH 2021

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	12	89,071	1,534	90,605	91,260
<b>CURRENT ASSETS</b>					
Debtors	13	15,498	-	15,498	873
Cash at bank		<u>23,088</u>	<u>97,096</u>	<u>120,184</u>	<u>78,627</u>
		38,586	97,096	135,682	79,500
<b>CREDITORS</b>					
Amounts falling due within one year	14	(7,866)	(23,403)	(31,269)	(28,686)
		<u>30,720</u>	<u>73,693</u>	<u>104,413</u>	<u>50,814</u>
<b>NET CURRENT ASSETS</b>					
		<u>30,720</u>	<u>73,693</u>	<u>104,413</u>	<u>50,814</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		119,791	75,227	195,018	142,074
<b>CREDITORS</b>					
Amounts falling due after more than one year	15	-	-	-	(3,320)
		<u>119,791</u>	<u>75,227</u>	<u>195,018</u>	<u>138,754</u>
<b>NET ASSETS</b>					
		<u>119,791</u>	<u>75,227</u>	<u>195,018</u>	<u>138,754</u>
<b>FUNDS</b>					
	19				
Unrestricted funds				119,791	97,511
Restricted funds				<u>75,227</u>	<u>41,243</u>
<b>TOTAL FUNDS</b>					
				<u>195,018</u>	<u>138,754</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

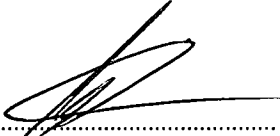
The notes form part of these financial statements

EQUALITY ACTION LTD (REGISTERED NUMBER: 04198889)

STATEMENT OF FINANCIAL POSITION - continued  
31 MARCH 2021

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

The financial statements were approved and authorised for issue by the Board of Trustees and authorised for issue on .....18.6.21..... and were signed on its behalf by:



.....  
Ms L Vine - Trustee

The notes form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2021**

**1. ACCOUNTING POLICIES**

**Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements contain information about Equality Action Ltd as an individual charitable company.

The financial statements are presented in £ Sterling and are rounded to the nearest pound.

The charitable company is a public benefit entity as defined by FRS102.

The going concern basis is dependent on the charity continuing to receive grant funding.

The funding received from The Big Lottery Positive Minds grant is secure until July 2023 and The Rank Foundation Time to Shine Leadership Foundation funding is secure until January 2022.

Furthermore, the charity secured a Strategic Partnership Agreement with Charnwood Borough Council from April 2020 to March 2022 and is entering into a new project with VITA Health from April 2021.

The trustees are confident that the grant funding will continue on a basis that will provide the charity with sufficient resources for the foreseeable future.

**Going Concern**

There has been a global pandemic from the outbreak of Covid-19. The potential impact of Covid-19 became significant in March 2020 and is causing widespread disruption to all aspects of economic, social and charitable activity across the world, including the UK. As a result, the charity's operations have been significantly changed since March 2020, with services being provided remotely, and staff working from home where possible.

The Trustees are confident that the charity is in a position to manage the situation and consider that the charity has sufficient cash reserves to continue and have mitigated the financial effects of this by applying for and receiving a one-off unrestricted grant from Charnwood Borough Council to assist with the running costs of the charity and utilising the government's furlough scheme for employees who have been unable to work as a result of the pandemic.

Furthermore, the charity has entered into a number of Covid specific short term projects throughout the last 12 months, with funders being very supportive and appreciating the need for the Charity to support individuals in coping with the impact of the pandemic.

It is on this basis that the trustees consider it appropriate to prepare the financial statements on the going concern basis and the financial statements do not include any adjustments that may result should this grant funding not continue.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021

1. ACCOUNTING POLICIES - continued

**Financial reporting standard 102 - reduced disclosure exemptions**

The charitable company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

**Income**

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants is recognised at fair value when the charity has entitlement after any performance conditions are met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

**Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

**Tangible fixed assets**

Tangible fixed assets costing more than £500 are capitalised and included at cost including any incidental expenses on acquisition.

Tangible fixed assets are stated at cost less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Fixtures and fittings	15% reducing balance
Office equipment	25% reducing balance

No depreciation is provided on the charity's property as it is the organisation's policy to maintain this so as to extend its useful life.

**Taxation**

The charity is exempt from corporation tax on its charitable activities.

The Charity is not required to register for VAT. All income and expenses include VAT where applicable.

**Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income and gains are allocated to the specific fund.

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021

1. ACCOUNTING POLICIES - continued

**Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

**Debtors and creditors receivable / payable within one year**

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

**Critical accounting judgements and estimation uncertainty**

In the application of the charitable company's accounting policies, management is required to make judgements, estimates and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying 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 if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

There are no critical accounting judgements or estimation uncertainty that, in the opinion of the trustees, will have a material effect on the financial statements.

**Termination payments**

Termination payment liabilities are recognised upon communication of intention to pay and when quantifiable. Such payments are accounted for as staff costs.

2. DONATIONS AND LEGACIES

	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
Donations	15,427	-	15,427	25,850
Grants	<u>65,893</u>	<u>159,979</u>	<u>225,872</u>	<u>131,729</u>
	<u>81,320</u>	<u>159,979</u>	<u>241,299</u>	<u>157,579</u>

**EQUALITY ACTION LTD**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021**

**2. DONATIONS AND LEGACIES - continued**

Grants received, included in the above, are as follows:

	2021	2020
	£	£
Charnwood Borough Council	20,979	20,978
The Helen Jean Cope Charity	-	1,000
Big Lottery Improving Lives	49,654	57,123
Big Lottery Positive Minds	45,606	52,628
National Lottery Beyond Lockdown Project	16,995	-
Access for Justice Casework	30,785	-
Hastings Direct	1,000	-
Charnwood Borough Council Covid Grant	3,000	-
Access for Justice Leadership	5,200	-
Good Things Foundation Census	6,652	-
Time to Shine Leadership Programme	6,208	-
Tech For Schools	1,378	-
HMRC Furlough Support	13,415	-
Government Covid-19 Business Support Grant	10,000	-
Leicestershire County Council- Communities Fund	<u>15,000</u>	<u>-</u>
	<u>225,872</u>	<u>131,729</u>

Included within grants receivable are the following amounts:

Charnwood Borough Council Strategic Partnership £20,979 (2020: £20,978).

Charnwood Borough Council Covid Support Grant £3,000 (2020: £NIL).

HMRC Covid Support Grant £10,000 (2020: £NIL).

HMRC Furlough Scheme £13,415 (2020: £NIL).

Leicestershire County Council- Communities Fund £15,000 (2020: £NIL).

Which are government grants as defined by the SORP.

**3. INVESTMENTS**

	Unrestricted funds	Restricted funds	2021 Total funds	2020 Total funds
	£	£	£	£
Deposit account interest	<u>2</u>	<u>-</u>	<u>2</u>	<u>11</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 5) £	Support costs (see note 6) £	Totals £
Promotion of equality and opportunity	54,236	2,466	56,702
Awards for All (IT equipment)	376	-	376
Big Lottery Improving Lives	42,201	-	42,201
Big Lottery Positive Minds	37,516	-	37,516
National Lottery Beyond Lockdown Project	14,079	-	14,079
Access for Justice Casework	22,489	-	22,489
Charnwood Borough Council Covid Grant	3,000	-	3,000
Access for Justice Leadership	2,700	-	2,700
VITA Health	660	-	660
Good Things Foundation Census	496	-	496
Time to Shine Leadership Programme	4,100	-	4,100
Tech For Schools	1,378	-	1,378
	<u>183,231</u>	<u>2,466</u>	<u>185,697</u>

5. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2021 £	2020 £
Staff costs	152,336	117,730
Rates and water	201	160
Insurance	2,548	2,523
Light and heat	1,918	1,534
Telephone	1,918	1,531
Postage, printing and stationery	3,538	3,265
General	1,688	2,861
Direct project expenditure	13,447	19,292
Repairs and maintenance	3,703	3,751
Travel	4	12
Affiliation	132	132
Mortgage interest	287	420
Bank charges	196	251
Recruitment costs	660	-
Depreciation	655	886
	<u>183,231</u>	<u>154,348</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021

6. SUPPORT COSTS

		Governance costs £
Promotion of equality and opportunity		<u>2,466</u>

Support costs, included in the above, are as follows:

	2021 Promotion of equality and opportunity £	2020    Total activities £
Independent Examiners' remuneration	<u>2,466</u>	<u>2,750</u>

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2021 £	2020 £
Depreciation - owned assets	655	886
Operating lease rentals	<u>628</u>	<u>628</u>

8. INDEPENDENT EXAMINERS' REMUNERATION

	2021 £	2020 £
Accounts and independent examination fees	<u>2,466</u>	<u>2,750</u>

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 31 March 2021 nor for the year ended 31 March 2020.



EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021

10. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	144,375	111,777
Social security costs	5,882	4,213
Other pension costs	<u>2,079</u>	<u>1,740</u>
	<u>152,336</u>	<u>117,730</u>

Included within wages and salaries above is £4,986 (2020: £NIL) in respect of redundancies. These amounts were paid out in respect of three job roles which became redundant at the completion of the Big Lottery Improving Lives project in January 2021.

The total employment benefits of the key management personnel of the charity were £37,343 (2020- £33,673)

The average monthly number of employees during the year was as follows:

	2021	2020
Charitable activities	8	7
Management and administration	1	1
Trustees	<u>10</u>	<u>10</u>
	<u>19</u>	<u>18</u>

No employees received emoluments in excess of £60,000.

11. DEFERRED INCOME

	2021	2020
	£	£
Deferred income is included within:		
Creditors due within one year	<u>21,245</u>	<u>20,482</u>
	<u>21,245</u>	<u>20,482</u>

The movement in deferred income during the year was as follows:

Grants received:		
Total deferred income at 1 April 2020	20,482	26,316
Amounts received in year	226,634	125,895
Amounts credited to statement of financial activities	<u>(225,871)</u>	<u>(131,729)</u>
	<u>21,245</u>	<u>20,482</u>

Income from grants received has been deferred where time related performance conditions have not been met.

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021

12. TANGIBLE FIXED ASSETS

	Land & buildings £	Office equipment £	Fixtures and fittings £	Totals £
<b>COST</b>				
At 1 April 2020 and 31 March 2021	<u>124,379</u>	<u>24,665</u>	<u>3,265</u>	<u>152,309</u>
<b>DEPRECIATION</b>				
At 1 April 2020	35,879	22,136	3,034	61,049
Charge for year	<u>-</u>	<u>632</u>	<u>23</u>	<u>655</u>
At 31 March 2021	<u>35,879</u>	<u>22,768</u>	<u>3,057</u>	<u>61,704</u>
<b>NET BOOK VALUE</b>				
At 31 March 2021	<u>88,500</u>	<u>1,897</u>	<u>208</u>	<u>90,605</u>
At 31 March 2020	<u>88,500</u>	<u>2,529</u>	<u>231</u>	<u>91,260</u>

Although there may be considerable difference between the carrying value and market value of the land and buildings the trustees do not consider it to be a practicable exercise to have the property revalued each year.

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Prepayments and accrued income	<u>15,498</u>	<u>873</u>

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Bank loans and overdrafts (see note 16)	3,350	3,351
Social security and other taxes	1,872	1,655
Other creditors	2,336	828
Accruals	2,466	2,370
Deferred income	<u>21,245</u>	<u>20,482</u>
	<u>31,269</u>	<u>28,686</u>

**EQUALITY ACTION LTD**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021**

**15. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

	2021	2020
	£	£
Bank loans (see note 16)	<u>-</u>	<u>3,320</u>

**16. LOANS**

An analysis of the maturity of loans is given below:

	2021	2020
	£	£
Amounts falling due within one year on demand:		
Bank loans	<u>3,350</u>	<u>3,351</u>
Amounts falling due between two and five years:		
Bank loans - 2-5 years	<u>-</u>	<u>3,320</u>

**17. LEASING AGREEMENTS**

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2021	2020
	£	£
Within one year	635	626
Between one and five years	<u>-</u>	<u>635</u>
	<u>635</u>	<u>1,261</u>

**18. SECURED DEBTS**

The following secured debts are included within creditors:

	2021	2020
	£	£
Bank loans	<u>3,350</u>	<u>6,671</u>

The mortgage loan is secured on the freehold property. At 31 March 2021 £3,350 remained outstanding. The amounts are repayable by monthly installments over the remaining 1 year period. Interest is payable between 4.84% - 5.34% and is due on a quarterly basis.

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021

19. MOVEMENT IN FUNDS

	At 1.4.20	Net movement in funds	At 31.3.21
	£	£	£
<b>Unrestricted funds</b>			
General fund	97,511	19,673	117,184
Hastings Direct	-	107	107
Access for Justice Leadership- Unrestricted	-	2,500	2,500
	<u>97,511</u>	<u>22,280</u>	<u>119,791</u>
<b>Restricted funds</b>			
Big Lottery Chances for All	1,753	-	1,753
Awards for All	3,947	(376)	3,571
Charnwood disability forum	502	-	502
Big Lottery Improving Lives	19,306	7,453	26,759
The Good Things Foundation	1,384	-	1,384
Big Lottery Fund Positive Minds	14,351	8,090	22,441
National Lottery Beyond Lockdown Project	-	2,917	2,917
Access for Justice Casework	-	8,296	8,296
VITA Health	-	(660)	(660)
Good Things Foundation Census	-	6,156	6,156
Time to Shine Leadership Programme	-	2,108	2,108
	<u>41,243</u>	<u>33,984</u>	<u>75,227</u>
<b>TOTAL FUNDS</b>	<u>138,754</u>	<u>56,264</u>	<u>195,018</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021

19. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	75,482	(55,809)	19,673
Hastings Direct	1,000	(893)	107
Access for Justice Leadership- Unrestricted	2,500	-	2,500
Charnwood Borough Council Covid Grant	<u>3,000</u>	<u>(3,000)</u>	<u>-</u>
	81,982	(59,702)	22,280
<b>Restricted funds</b>			
Awards for All	-	(376)	(376)
Big Lottery Improving Lives	49,654	(42,201)	7,453
Big Lottery Fund Positive Minds	45,606	(37,516)	8,090
National Lottery Beyond Lockdown Project	16,996	(14,079)	2,917
Access for Justice Casework	30,785	(22,489)	8,296
Access for Justice Leadership	2,700	(2,700)	-
VITA Health	-	(660)	(660)
Good Things Foundation Census	6,652	(496)	6,156
Time to Shine Leadership Programme	6,208	(4,100)	2,108
Tech For Schools	<u>1,378</u>	<u>(1,378)</u>	<u>-</u>
	<u>159,979</u>	<u>(125,995)</u>	<u>33,984</u>
<b>TOTAL FUNDS</b>	<u><u>241,961</u></u>	<u><u>(185,697)</u></u>	<u><u>56,264</u></u>

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	At 31.3.20 £
<b>Unrestricted funds</b>			
General fund	96,880	631	97,511
<b>Restricted funds</b>			
Big Lottery Chances for All	1,753	-	1,753
Awards for All	4,449	(502)	3,947
Charnwood disability forum	502	-	502
Big Lottery Improving Lives	16,291	3,015	19,306
The Good Things Foundation	1,384	-	1,384
Big Lottery Fund Positive Minds	<u>14,712</u>	<u>(361)</u>	<u>14,351</u>
	<u>39,091</u>	<u>2,152</u>	<u>41,243</u>
<b>TOTAL FUNDS</b>	<u><u>135,971</u></u>	<u><u>2,783</u></u>	<u><u>138,754</u></u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021

19. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	48,518	(47,887)	631
<b>Restricted funds</b>			
The Helen Jean Cope Charity	1,000	(1,000)	-
Awards for All	-	(502)	(502)
Big Lottery Improving Lives	57,734	(54,719)	3,015
Big Lottery Fund Positive Minds	<u>52,629</u>	<u>(52,990)</u>	<u>(361)</u>
	<u>111,363</u>	<u>(109,211)</u>	<u>2,152</u>
<b>TOTAL FUNDS</b>	<u>159,881</u>	<u>(157,098)</u>	<u>2,783</u>

The Big Lottery Chances for All is a 5 year Big Lottery project empowering women from a South Asian background, this project expired in November 2017.

Awards for All is funding for the purchase of computer equipment.

The Big Lottery Improving Lives is a 5 year Big Lottery project empowering men from a South Asian background.

The Good Things Foundation grant was to provide English classes for BAME women.

The Big Lottery Positive Minds Grant is a 5 year Big Lottery project in raising awareness and offering support for mental health issues to BAME people.

The National Lottery Beyond Lockdown project is a partnership initiative of community groups working in Loughborough East to support people affected by the Covid situation.

The Access for Justice Casework project is funding for casework, running expenses and debt training.

The Charnwood Borough Council Covid Grant was awarded September 2020 to enable the charity to adapt its premises to accommodate Covid restrictions.

The Access for Justice Leadership project is funding for Executive Officer salary (£2,500) for leadership training and external consultants for the Access for Justice project.

The Good Things Foundation Census is a contract for the Office for National Statistics to deliver 2021 Census support to the public with funding for DBS checks, training and delivery hours.

The Time To Shine Leadership Programme is funding to enable individuals with the right skills mix, talent and work ethic, the opportunity to experience a 12- month paid leadership and development placement in a charity.

The Tech For Schools project was the charity's response to the local need for schoolchildren to be able to use laptops at home during the Covid crisis in 3 ways:

1. By coordinating the collection of old laptops and their delivery to Limehurst Academy.

**EQUALITY ACTION LTD**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2021**

**19. MOVEMENT IN FUNDS - continued**

2. A few people chose to donate money to Equality Action via PayPal. This was used to purchase computers and deliver to Limehurst Academy.
3. By setting up an Amazon wish-list for the public to pay for equipment directly (no money coming to the charity).

The VITA Health fund above is in respect of a new project beginning in April 2021. This fund was overdrawn at the year-end due to initial set up costs of this project, incurred in the year, prior to the commencement of this project.

**20. RELATED PARTY DISCLOSURES**

There were no related party transactions identified that require disclosure for the years ended 31st March 2021 and 31st March 2020.

**21. CHARITY INFORMATION**

The charity is a Private Limited Company by Guarantee incorporated and registered in England and Wales under company number 4198889 and with the Charity Commission under number 1088411. The registered office is 66 Nottingham Road, Loughborough, Leicestershire LE11 1EU.

The charity changed its name from Human Rights and Equalities Charnwood on 14th February 2017.

The nature of the charity's operations and its principal activities are given in the Report of the Trustees on page 2.