

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 2022
FOR
EQUALITY ACTION LTD**

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

EQUALITY ACTION LTD

**CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

	Page
Reference and Administrative Details	1
Report of the Trustees	2 to 3
Independent Examiner's Report	4
Statement of Financial Activities	5
Statement of Financial Position	6
Notes to the Financial Statements	7 to 18
Detailed Statement of Financial Activities	19

EQUALITY ACTION LTD

**REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 MARCH 2022**

TRUSTEES	Jill Vincent Abida Akram (resigned 18.8.21) Yasmin Ali (resigned 18.8.21) Emily Keightley (Vice-Chair) Alea Begum Bint Hanif Lisa Vine (resigned 31.3.22) Charles Dobbin Peter Lewis (resigned 31.3.22) Geetha Balasubramaniam (Chair appointed April 2022) (appointed 18.8.21) Kirit Mistry (appointed 18.8.21) Monica Sharman (appointed 18.8.21) Zam Zam Yusuf (appointed 18.8.21)
COMPANY SECRETARY	Trevor Shaw
REGISTERED OFFICE	66 Nottingham Road LOUGHBOROUGH Leicestershire LE11 1EU
REGISTERED COMPANY NUMBER	04198889 (England and Wales)
REGISTERED CHARITY NUMBER	1088411
INDEPENDENT EXAMINER	Duncan & Toplis Limited 3 Princes Court Royal Way Loughborough Leicestershire LE11 5XR
BANKERS	Lloyds bank plc High Street Loughborough Leicestershire LE11 2QG

EQUALITY ACTION LTD

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

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 2022. 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's Five-Year Big Lottery funded project (Positive Minds Project) is in its fourth year and focuses on mental health work among the BAME community.

The charity secured a five-year contract with Vita Health to deliver a project on mental health and referrals. This started in April 2021.

The charity secured funding from The Community Justice Fund (Access for Justice) in April 2021 for general casework.

The charity secured funding from Leicestershire County Council in April 2021 for general casework.

The charity secured a grant of £9k towards new computers and training room renovations in February 2022. This will be spent during 2022/23.

The charity secured funding from Lloyds Bank Foundation in March 2022 to support our core work, over two years.

The Time to Shine project funded by the Rank Foundation ended in January 2022.

COVID 19

Trustees were committed to abiding by Government advice and instructions regarding the Covid pandemic and continued to ensure compliance with all regulations.

FINANCIAL REVIEW

Financial position

The charity has total funds carried forward of £231,640 (2021: £195,018) made up of unrestricted funds of £136,148 (2021: £119,791) and restricted funds of £95,492 (2021: £75,227).

Going concern

Trustees are confident the charity has sufficient resources to meet its obligation to funders and clients during 2022 - 2023.

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 2022**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

The trustees who served during the year were:

Geetha Balasubramaniam (appointed 18/08/2021) (Appointed Chair April 2022)
Emily Keightley (Vice Chair)
Lisa Vine (resigned 31/03/2022)
Jill Vincent
Alea Begum Bint Hanif
Charles Dobbin
Monica Sharman (appointed 18/08/2021)
Zam Zam Yusuf (appointed 18/08/2021)
Kirit Mistry (appointed 18/08/2021)
Peter Lewis (resigned 31/03/2022)
Abida Akram (resigned 18/08/2021)
Yasmin Ali (resigned 18/08/2021)

The board of trustees, which can have 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 and other national funders 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.

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.

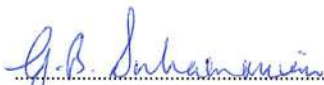
In order to meet these obligations, the trustees have set a minimum level of £35,000 for the charity's free reserves.

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 9th September, 22 and signed on its behalf by:


.....
Geetha Balasubramaniam - 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 2022.

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.

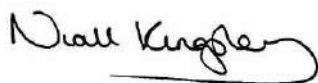
Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of ACA which is one of the listed bodies.

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: 09/09/2022

EQUALITY ACTION LTD

**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2022**

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	54,342	226,252	280,594	241,297
Investments	3	5	-	5	2
Other		390	126	516	662
Total		<u>54,737</u>	<u>226,378</u>	<u>281,115</u>	<u>241,961</u>
EXPENDITURE ON					
Charitable activities					
Promotion of equality and opportunity	4	89,294	-	89,294	56,702
Awards for All (IT equipment)		-	282	282	376
Big Lottery improving Lives		-	169	169	42,201
The Good Things Foundation		-	6,106	6,106	-
Big Lottery Positive Minds		-	43,891	43,891	37,516
National Lottery Beyond Lockdown Project		-	-	-	14,079
Access for Justice Casework		-	-	-	22,489
Charnwood Borough Council Covid Grant		-	-	-	3,000
Access for Justice Leadership		-	16,735	16,735	2,700
VITA Health		-	58,692	58,692	660
Good Things Foundation Census		-	-	-	496
Time to Shine Leadership Programme		-	17,448	17,448	4,100
Tech For Schools		-	-	-	1,378
LCC - Casework		-	11,876	11,876	-
Total		<u>89,294</u>	<u>155,199</u>	<u>244,493</u>	<u>185,697</u>
NET INCOME/(EXPENDITURE)		(34,557)	71,179	36,622	56,264
Transfers between funds	17	50,914	(50,914)	-	-
Net movement in funds		16,357	20,265	36,622	56,264
RECONCILIATION OF FUNDS					
Total funds brought forward		119,791	75,227	195,018	138,754
TOTAL FUNDS CARRIED FORWARD		<u><u>136,148</u></u>	<u><u>95,492</u></u>	<u><u>231,640</u></u>	<u><u>195,018</u></u>

The notes form part of these financial statements

EQUALITY ACTION LTD (REGISTERED NUMBER: 04198889)

STATEMENT OF FINANCIAL POSITION
31 MARCH 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Tangible assets	11	88,961	2,021	90,982	90,605
CURRENT ASSETS					
Debtors	12	318	-	318	15,498
Cash at bank		53,684	130,287	183,971	120,184
		<u>54,002</u>	<u>130,287</u>	<u>184,289</u>	<u>135,682</u>
CREDITORS					
Amounts falling due within one year	13	(6,815)	(36,816)	(43,631)	(31,269)
NET CURRENT ASSETS		<u>47,187</u>	<u>93,471</u>	<u>140,658</u>	<u>104,413</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>136,148</u>	<u>95,492</u>	<u>231,640</u>	<u>195,018</u>
NET ASSETS		<u>136,148</u>	<u>95,492</u>	<u>231,640</u>	<u>195,018</u>
FUNDS	17				
Unrestricted funds				136,148	119,791
Restricted funds				95,492	75,227
TOTAL FUNDS				<u>231,640</u>	<u>195,018</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- 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.

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 by the Board of Trustees and authorised for issue on 9th September 22 and were signed on its behalf by:



Geetha Balasubramaniam - Trustee

The notes form part of these financial statements

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

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.

Furthermore, the charity secured a Strategic Partnership Agreement with Charnwood Borough Council from April 2020 to March 2022 and has secured funding for 5 years from VITA Health starting 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

Following the impact of Covid-19 in 2020/21, the charity was better able to provide its charitable activities during 2021/22.

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.

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.

EQUALITY ACTION LTD

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

1. ACCOUNTING POLICIES - continued

Tangible fixed assets

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.

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.

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

2. DONATIONS AND LEGACIES

	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
Donations	21,114	-	21,114	15,427
Grants	33,228	226,252	259,480	225,870
	<u>54,342</u>	<u>226,252</u>	<u>280,594</u>	<u>241,297</u>

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

	2022 £	2021 £
Charnwood Borough Council	33,228	20,978
Big Lottery Improving Lives	-	49,653
Awards for All	9,000	-
The Good Things Foundation	3,943	-
Big Lottery Positive Minds	45,697	45,606
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	47,800	5,200
VITA Health	83,200	-
Good Things Foundation Census	-	6,652
Time to Shine Leadership Programme	25,470	6,208
Tech For Schools	3,100	1,378
HMRC Furlough Support	-	13,415
Government Covid-19 Business Support Grant	-	10,000
Leicestershire County Council- Communities Fund	8,042	15,000
	<u>259,480</u>	<u>225,870</u>

Included within grants receivable are the following amounts:

Charnwood Borough Council Strategic Partnership £20,978 (2021: £20,979).

Charnwood Borough Council Immigration Work £7,250 (2021: £NIL).

Charnwood Borough Council Support Work £5,000 (2021: £NIL).

Leicestershire County Council- Communities Fund £8,042 (2021: £15,000).

Big Lottery- Positive Minds £30,181 (2021: £45,606).

Big Lottery- Improving Lives £21,715 (2021: £49,654).

National Lottery- Awards For All £9,000 (2021: £NIL).

Charnwood Borough Council Covid Support Grant £NIL (2021: £3,000).

HMRC Covid Support Grant £NIL (2021: £10,000).

HMRC Furlough Scheme £NIL (2021: £13,415).

National Lottery- Beyond Lockdown Project £NIL(2021: £16,995).

EQUALITY ACTION LTD

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

2. DONATIONS AND LEGACIES - continued

Which are government grants as defined by the SORP.

3. INVESTMENTS

	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
Deposit account interest	5	-	5	2
	<u>5</u>	<u>-</u>	<u>5</u>	<u>2</u>

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 5) £	Support costs (see note 6) £	Totals £
Promotion of equality and opportunity	83,954	5,340	89,294
Awards for All (IT equipment)	282	-	282
Big Lottery Improving Lives	169	-	169
The Good Things Foundation	6,105	-	6,106
Big Lottery Positive Minds	43,891	-	43,891
Access for Justice Leadership	16,735	-	16,735
VITA Health	58,692	-	58,692
Time to Shine Leadership Programme	17,448	-	17,448
LCC - Casework	11,876	-	11,876
	<u>239,153</u>	<u>5,340</u>	<u>244,493</u>

5. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2022 £	2021 £
Staff costs	196,234	152,336
Rates and water	255	201
Insurance	2,969	2,548
Light and heat	2,667	1,918
Telephone	3,769	1,918
Postage, printing and stationery	6,341	3,538
General	7,771	1,688
Direct project expenditure	8,889	13,447
Repairs and maintenance	8,350	3,703
Travel	688	4
Affiliation	132	132
Mortgage interest	94	287
Bank charges	211	196
Recruitment costs	-	660
Depreciation	783	655
	<u>239,153</u>	<u>183,231</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

6. SUPPORT COSTS

	Governance costs
	£
Promotion of equality and opportunity	5,340
	<u>5,340</u>

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

	2022 Promotion of equality and opportunity £	2021 Total activities £
Independent Examiners' remuneration	5,340	2,466
	<u>5,340</u>	<u>2,466</u>

7. NET INCOME/(EXPENDITURE)

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

	2022 £	2021 £
Depreciation - owned assets	783	655
Operating lease rentals	635	635
	<u>1,418</u>	<u>1,290</u>

8. INDEPENDENT EXAMINERS' REMUNERATION

	2022 £	2021 £
Other non-assurance services	1,440	-
Accounts and independent examination fees	3,900	2,466
	<u>5,340</u>	<u>2,466</u>

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2022 nor for the year ended 31 March 2021.

10. STAFF COSTS

	2022 £	2021 £
Wages and salaries	183,627	144,375
Social security costs	9,814	5,882
Other pension costs	2,793	2,079
	<u>196,234</u>	<u>152,336</u>

There were no amounts relating to redundancies in 2022. Amounts relating to redundancies for 2021 were £4,986.

The total employment benefits of the key management personnel of the charity were £36,603 (2021- £37,343)

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

10. STAFF COSTS - continued

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

	2022	2021
Charitable activities	9	8
Management and administration	1	1
Trustees	9	10
	<u>19</u>	<u>19</u>

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

11. TANGIBLE FIXED ASSETS

	Land & buildings £	Office equipment £	Fixtures and fittings £	Totals £
COST				
At 1 April 2021	124,379	24,665	3,265	152,309
Additions	-	1,160	-	1,160
	<u>124,379</u>	<u>25,825</u>	<u>3,265</u>	<u>153,469</u>
At 31 March 2022	124,379	25,825	3,265	153,469
DEPRECIATION				
At 1 April 2021	35,879	22,768	3,057	61,704
Charge for year	-	764	19	783
	<u>35,879</u>	<u>23,532</u>	<u>3,076</u>	<u>62,487</u>
At 31 March 2022	35,879	23,532	3,076	62,487
NET BOOK VALUE				
At 31 March 2022	<u>88,500</u>	<u>2,293</u>	<u>189</u>	<u>90,982</u>
At 31 March 2021	<u>88,500</u>	<u>1,897</u>	<u>208</u>	<u>90,605</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.

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Prepayments and accrued income	<u>318</u>	<u>15,498</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Bank loans and overdrafts (see note 14)	-	3,350
Social security and other taxes	3,078	1,872
Other creditors	532	2,336
Accruals	3,900	2,466
Deferred income	36,121	21,245
	<u>43,631</u>	<u>31,269</u>

Deferred Income

	2022	2021
	£	£
Deferred income is included within:		
Creditors due within one year	36,121	21,245
	<u>36,121</u>	<u>21,245</u>

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

Grants received:		
Total deferred income at 1 April 2021	21,245	20,482
Amounts received in year	274,357	226,634
Amounts credited to statement of financial activities	(259,481)	(225,871)
	<u>36,121</u>	<u>21,245</u>

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

14. LOANS

An analysis of the maturity of loans is given below:

	2022	2021
	£	£
Amounts falling due within one year on demand:		
Bank loans	-	3,350
	<u>-</u>	<u>3,350</u>

15. LEASING AGREEMENTS

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

	2022	2021
	£	£
Within one year	635	635
	<u>635</u>	<u>635</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

16. SECURED DEBTS

The mortgage loan is secured on the freehold property and was fully paid off this year. At 31 March 2021 £3,350 remained.

17. MOVEMENT IN FUNDS

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	117,184	(31,950)	50,914	136,148
Hastings Direct	107	(107)	-	-
Access for Justice Leadership- Unrestricted	2,500	(2,500)	-	-
	<u>119,791</u>	<u>(34,557)</u>	<u>50,914</u>	<u>136,148</u>
Restricted funds				
Big Lottery Chances for All	1,753	-	(1,753)	-
Awards for All	3,571	8,718	-	12,289
Charnwood disability forum	502	-	(502)	-
Big Lottery Improving Lives	26,759	(169)	(26,590)	-
The Good Things Foundation	1,384	(2,038)	-	(654)
Big Lottery Fund Positive Minds	22,441	1,806	(22,069)	2,178
National Lottery Beyond Lockdown Project	2,917	-	-	2,917
Access for Justice Casework	8,296	-	-	8,296
Access for Justice Leadership	-	31,065	-	31,065
VITA Health	(660)	24,509	-	23,849
Good Things Foundation Census	6,156	-	-	6,156
Time to Shine Leadership Programme	2,108	8,022	-	10,130
Tech For Schools	-	3,100	-	3,100
LCC - Casework	-	(3,834)	-	(3,834)
	<u>75,227</u>	<u>71,179</u>	<u>(50,914)</u>	<u>95,492</u>
TOTAL FUNDS	<u>195,018</u>	<u>36,622</u>	<u>-</u>	<u>231,640</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

17. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	54,737	(86,687)	(31,950)
Hastings Direct	-	(107)	(107)
Access for Justice Leadership- Unrestricted	-	(2,500)	(2,500)
	<u>54,737</u>	<u>(89,294)</u>	<u>(34,557)</u>
Restricted funds			
Awards for All	9,000	(282)	8,718
Big Lottery Improving Lives	-	(169)	(169)
The Good Things Foundation	4,068	(6,106)	(2,038)
Big Lottery Fund Positive Minds	45,697	(43,891)	1,806
Access for Justice Leadership	47,800	(16,735)	31,065
VITA Health	83,201	(58,692)	24,509
Time to Shine Leadership Programme	25,470	(17,448)	8,022
Tech For Schools	3,100	-	3,100
LCC - Casework	8,042	(11,876)	(3,834)
	<u>226,378</u>	<u>(155,199)</u>	<u>71,179</u>
TOTAL FUNDS	<u>281,115</u>	<u>(244,493)</u>	<u>36,622</u>

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
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>
Restricted funds			
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>
TOTAL FUNDS	<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 2022

17. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
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	3,000	(3,000)	-
	<u>81,982</u>	<u>(59,702)</u>	<u>22,280</u>
Restricted funds			
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	1,378	(1,378)	-
	<u>159,979</u>	<u>(125,995)</u>	<u>33,984</u>
TOTAL FUNDS	<u>241,961</u>	<u>(185,697)</u>	<u>56,264</u>

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:

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2022

17. MOVEMENT IN FUNDS - continued

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

Transfers between funds

Big Lottery Chances For All and Charnwood Disability Forum

These projects have been completed and formally agreed and signed off by the respective funders. Upon review by the trustees, it was considered that these are not restricted balances set aside for specific purposes, they are residual balances which should be cleared down, and as such, these have been transferred to the general fund to formally close these funds.

Big Lottery Improving Lives

The expenditure of this project was recognised in the financial statements across the life of this project based on the actual project costs. However, it was agreed throughout the project that the Charity could claim the full cost of this project factoring in apportioned running costs associated with this.

These apportioned costs were recognised within the general fund throughout the project. Upon completion of this project there was a balance left on this fund because of these. The trustees note retrospectively that these should have been allocated to this fund throughout this project.

Therefore, given the fund provider has formally signed off this project as completed, the trustees consider it reasonable to transfer this remaining balance to the general fund to effectively repay these apportioned costs spent out of the general fund throughout the project.

Big Lottery Positive Minds

In light of the above adjustment to the Improving Lives fund, the ongoing Positive Minds project was reviewed.

Again, it was noted that the apportioned costs have been recognised within the general fund throughout the project to date. The trustees note retrospectively that these should have been allocated to this fund throughout this project.

Therefore, the trustees consider it reasonable to transfer the balance of the apportioned costs to date the general fund to effectively repay these in order to show the true value of this fund as of 31st March 2022.

18. RELATED PARTY DISCLOSURES

There were no related party transactions identified that require disclosure for the years ended 31st March 2022 and 31st March 2021.

EQUALITY ACTION LTD

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

19. 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.

EQUALITY ACTION LTD**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022**

	2022 £	2021 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	21,114	15,427
Grants	259,480	225,870
	<u>280,594</u>	<u>241,297</u>
Investments		
Deposit account interest	5	2
Other		
No description	516	662
	<u>281,115</u>	<u>241,961</u>
Total incoming resources	281,115	241,961
EXPENDITURE		
Charitable activities		
Wages	183,627	144,375
Social security	9,814	5,882
Pensions	2,793	2,079
Rates and water	255	201
Insurance	2,969	2,548
Light and heat	2,667	1,918
Telephone	3,769	1,918
Postage, printing and stationery	6,341	3,538
General	7,771	1,688
Direct project expenditure	8,889	13,447
Repairs and maintenance	8,350	3,703
Travel	688	4
Affiliation	132	132
Mortgage interest	94	287
Bank charges	211	196
Recruitment costs	-	660
Computer equipment	783	655
	<u>239,153</u>	<u>183,231</u>
Support costs		
Governance costs		
Independent Examiners' remuneration	5,340	2,466
	<u>244,493</u>	<u>185,697</u>
Total resources expended	244,493	185,697
Net income	<u>36,622</u>	<u>56,264</u>

This page does not form part of the statutory financial statements