

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 2024  
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 2024**

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**EQUALITY ACTION LTD**

**REFERENCE AND ADMINISTRATIVE DETAILS  
FOR THE YEAR ENDED 31. MARCH 2024**

<b>TRUSTEES</b>	Geetha Balasubramaniam (Chair appointed April 2022) Emily Keightley (Vice-Chair) Rachel Susan Thorpe Jill Vincent Alea Begum Bint Hanif (resigned March 2024) Charles Dobbin Kirit Mistry Zam Zam Yusuf (resigned October 2023) Abida Akram Osamudiame Adetutu (Resigned July 2024) Ben Smith Dilshad Choudhury (September 2023)
<b>COMPANY SECRETARY</b>	Varsha Parmar
<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 2024

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 2024. 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 National Lottery Community funded project (Positive Minds Project) ended in December 2023. We applied to build on this work with another 5-year project which was successfully awarded in January 2024.

-EmpowHER Project is the new 5-year project funded by the National Lottery Community Fund. This will build on the successes of the Positive Minds Project with some new targets around young people and enterprise as well as a focus on mental and physical health.

-The charity secured a five-year contract with Vita Health to deliver a project on mental health and referrals. This started in April 2021 and is in Year 4.

-The charity secured funding from Awards For All April 2024 for general casework which will continue till March 2025.

-The charity secured some short-term funding from the National Grid in January 2024 for 3 months which ended in March 2024 for general casework.

-The charity secured funding from Lloyds Bank Foundation in March 2022 to support our core work, over two years. We employed a full time Operations Officer from this grant on a two-year fixed term contract. The funding ended in March 2024.

The funding also gave us in-kind consultancy support which enabled the charity to re-visit its strategic aims and missions, strengthen its safeguarding policy and is working on its marketing, communications and fundraising in 2023/24 with support from external consultants.

-The charity secured funding of £21,740 in June 2022 from NHS Leicester City Clinical Commissioning Group for a project Core 20 Plus Connectors to engage with people on four clinical areas. This funding ended in March 2024.

-The charity previously secured funding of £17,000 from the Mental Health & Wellbeing Grant Fund in April 2023 to deliver a befriending scheme. These funds ended March 2024.

#### FINANCIAL REVIEW

##### Financial position

The charity has total funds carried forward of £261,837 (2023: £284,593) made up of unrestricted funds of £218,821 (2023: £224,011) and restricted funds of £43,016 (2023: £60,582).

The trustees resolve that the charity maintains unrestricted reserves of £50,000, equivalent to two months operational and redundancy reserves as per charity commission guidelines.

##### Going concern

Trustees are confident the charity has sufficient resources to meet its obligation to funders and clients during 2024 - 2025.

EQUALITY ACTION LTD

REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31 MARCH 2024

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.

Recruitment and appointment of new trustees

The trustees who served during the year were:

G Bala (Chair)  
E Keightley (Vice-Chair)  
R Thorpe (Treasurer)  
J Vincent  
A Sayed Bint Hanif (Resigned March 2024)  
C Dobbins  
Z Yusuf (Resigned October 2023)  
K Mistry  
A Akram  
O Adetutu (Resigned July 2024)  
B Smith  
D Choudhury (Appointed September 2023)

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.

Partnership Work

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, Loughborough Council of Faiths and other community groups.

Risk management and Reserves Policy

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 £50,000 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 .....16/9/2024..... and signed on its behalf by:

  
.....  
Rachel Susan Thorpe - 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 2024.

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').

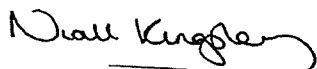
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for Independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). 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 (FCA)  
The Institute of Chartered Accountants in England and Wales

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

Date: 17/09/2024

EQUALITY ACTION LTD

STATEMENT OF FINANCIAL ACTIVITIES  
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds £	Restricted funds £	31.3.24 Total funds £	31.3.23 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	3	56,428	69,548	125,976	184,894
<b>Charitable activities</b>					
VITA Health	5	-	83,196	83,196	83,192
LCC - Casework		-	-	-	4,900
Core 20 Connector		-	8,500	8,500	25,754
Casework		23,400	-	23,400	-
Investments	4	1,089	-	1,089	114
Other		-	-	-	435
<b>Total</b>		<u>80,917</u>	<u>161,244</u>	<u>242,161</u>	<u>299,289</u>
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>					
Promotion of equality and opportunity	6	41,252	-	41,252	64,063
Awards for All (IT equipment)		-	535	535	1,486
Big Lottery Positive Minds		-	30,124	30,124	45,443
VITA Health		-	83,196	83,196	73,174
LCC - Casework		547	-	547	8,269
Rank Apprentice		-	2,354	2,354	13,446
NHS Briefing		-	12,872	12,872	223
Core 20 Connector		-	13,695	13,695	9,127
Lloyds Bank Foundation		24,742	-	24,742	12,585
Access for Justice		-	10,070	10,070	18,521
EmpowHER		-	15,963	15,963	-
LLR-ICB		-	5,000	5,000	-
National Grid		-	5,000	5,000	-
Casework		19,566	-	19,566	-
<b>Total</b>		<u>86,107</u>	<u>178,809</u>	<u>264,916</u>	<u>246,337</u>
<b>NET INCOME/(EXPENDITURE)</b>		(5,190)	(17,565)	(22,755)	52,952
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		224,011	60,582	284,593	231,641
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u>218,821</u>	<u>43,017</u>	<u>261,838</u>	<u>284,593</u>

The notes form part of these financial statements

EQUALITY ACTION LTD (REGISTERED NUMBER: 04198889)

STATEMENT OF FINANCIAL POSITION  
31 MARCH 2024

	Notes	Unrestricted funds £	Restricted funds £	31.3.24 Total funds £	31.3.23 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	13	88,499	2,469	90,968	91,689
<b>CURRENT ASSETS</b>					
Debtors	14	6,752	20,799	27,551	27,079
Cash at bank and in hand		<u>132,511</u>	<u>40,546</u>	<u>173,057</u>	<u>238,317</u>
		139,263	61,345	200,608	265,396
<b>CREDITORS</b>					
Amounts falling due within one year	15	(8,940)	(20,798)	(29,738)	(72,492)
<b>NET CURRENT ASSETS</b>					
		<u>130,323</u>	<u>40,547</u>	<u>170,870</u>	<u>192,904</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		<u>218,822</u>	<u>43,016</u>	<u>261,838</u>	<u>284,593</u>
<b>NET ASSETS</b>					
		<u>218,822</u>	<u>43,016</u>	<u>261,838</u>	<u>284,593</u>
<b>FUNDS</b>					
Unrestricted funds	17			218,822	224,011
Restricted funds				<u>43,016</u>	<u>60,582</u>
<b>TOTAL FUNDS</b>					
				<u>261,838</u>	<u>284,593</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2024 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 .....16/9/2024..... and were signed on its behalf by:

  
.....  
Rachel Susan Thorpe - Trustee

The notes form part of these financial statements



## EQUALITY ACTION LTD

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

#### 1. 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.

#### 2. 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 trustees are satisfied that the grant funding is sufficient for the charity to continue to operate as a going concern and therefore these accounts have been prepared on a going concern basis.

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 exemption 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.

## EQUALITY ACTION LTD

### NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

#### 2. ACCOUNTING POLICIES - continued

##### Tangible fixed assets

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.

#### 3. DONATIONS AND LEGACIES

	Unrestricted funds	Restricted funds	31.3.24 Total funds	31.3.23 Total funds
	£	£	£	£
Donations	9,230	-	9,230	13,681
Gift aid	1,743	-	1,743	-
Grants	<u>45,455</u>	<u>69,548</u>	<u>115,003</u>	<u>171,213</u>
	<u>56,428</u>	<u>69,548</u>	<u>125,976</u>	<u>184,894</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2024

3. DONATIONS AND LEGACIES - continued

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

	31.3.24	31.3.23
	£	£
Lloyds Foundation	25,000	27,500
Charnwood Borough Council	20,454	35,954
Big Lottery Positive Minds	18,118	51,562
Profit For Good	-	5,000
NHS Briefing	-	19,000
Rank Apprentice	7,500	20,000
Access for Justice	-	12,197
National Lottery Community Fund- RC Midlands Region	33,931	-
LLR-ICB	5,000	-
National Grid	5,000	-
	<u>115,003</u>	<u>171,213</u>

Included within grants receivable above and under charitable activities are the following amounts:

Charnwood Borough Council Strategic Partnership £20,454 (2023: £20,454).

Charnwood Borough Council Immigration Work £NIL (2023: £4,200).

Charnwood Borough Council Support Work £NIL (2023: £1,000).

Big Lottery- Positive Minds £18,118 (2023: £51,562).

National Lottery Community Fund- RC Midlands Region £33,931 (2023: £NIL).

Incomes from NHS Shared Business Services contracts totalling £8,500 (2023: £44,754).

Leicester, Leicestershire & Rutland Integrated Care Board (LLR-ICB) £5,000 (2023: £NIL).

VITA Health £83,196 (2023: £83,192).

Which are government grants as defined by the SORP.

4. INVESTMENTS

	Unrestricted funds	Restricted funds	31.3.24 Total funds	31.3.23 Total funds
	£	£	£	£
Deposit account interest	<u>1,089</u>	<u>-</u>	<u>1,089</u>	<u>114</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2024

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	31.3.24	31.3.23
		£	£
Grants	VITA Health	83,196	83,192
Casework income	LCC - Casework	-	4,900
Grants	Core 20 Connector	8,500	25,754
Casework income	Casework	23,400	-
		<u>115,096</u>	<u>113,846</u>

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

	31.3.24	31.3.23
	£	£
VITA Health	83,196	83,192
Core 20 Connector	8,500	25,754
	<u>91,696</u>	<u>108,946</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 7)	Support costs (see note 8)	Totals
	£	£	£
Promotion of equality and opportunity	31,445	9,807	41,252
Awards for All (IT equipment)	535	-	535
Big Lottery Positive Minds	30,124	-	30,124
VITA Health	83,196	-	83,196
LCC - Casework	547	-	547
Rank Apprentice	2,354	-	2,354
NHS Briefing	12,872	-	12,872
Core 20 Connector	13,695	-	13,695
Lloyds Bank Foundation	24,742	-	24,742
Access for Justice	10,070	-	10,070
EmpowHER	15,963	-	15,963
LLR-ICB	5,000	-	5,000
National Grid	5,000	-	5,000
Casework	19,566	-	19,566
	<u>255,109</u>	<u>9,807</u>	<u>264,916</u>

7. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.3.24	31.3.23
	£	£
Staff costs	211,777	189,777
Rates and water	369	345
Insurance	2,514	3,345
Light and heat	1,939	4,524
Telephone	2,989	2,536
Postage, printing and stationery	9,546	17,781
Advertising	-	450
General	1,997	613
Direct project expenditure	19,719	16,741
Repairs and maintenance	1,745	1,950
Travel	68	384
Affiliation	98	133
Mortgage interest	-	31
Carried forward	<u>252,761</u>	<u>238,610</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2024

<b>7. DIRECT COSTS OF CHARITABLE ACTIVITIES - continued</b>		
	31.3.24	31.3.23
	£	£
Brought forward	252,761	238,610
Bank charges	215	206
Computer Expenses	1,411	1,429
Depreciation	<u>722</u>	<u>1,200</u>
	<u>255,109</u>	<u>241,445</u>
<b>8. SUPPORT COSTS</b>		Governance costs
		£
Promotion of equality and opportunity		<u>9,807</u>
Support costs, included in the above, are as follows:		
	31.3.24	31.3.23
	Promotion of equality and opportunity	Total activities
	£	£
Loss on sale of tangible fixed assets	-	1,241
Independent Examiners' remuneration	<u>9,807</u>	<u>3,651</u>
	<u>9,807</u>	<u>4,892</u>
<b>9. NET INCOME/(EXPENDITURE)</b>		
Net income/(expenditure) is stated after charging/(crediting):		
	31.3.24	31.3.23
	£	£
Depreciation - owned assets	721	1,200
Deficit on disposal of fixed assets	-	1,241
Operating lease rentals	<u>635</u>	<u>635</u>
<b>10. INDEPENDENT EXAMINERS' REMUNERATION</b>		
	31.3.24	31.3.23
	£	£
Accounts and independent examination fees	<u>9,807</u>	<u>3,651</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2024

11. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

12. STAFF COSTS

	31.3.24	31.3.23
	£	£
Wages and salaries	199,116	178,375
Social security costs	9,541	8,478
Other pension costs	<u>3,120</u>	<u>2,924</u>
	<u>211,777</u>	<u>189,777</u>

Included within wages and salaries above is £4,709 (2023: £NIL) in respect of redundancy payments. These amounts were paid out in respect of two roles which became redundant at the completion of the Big Lottery Positive Minds project in December 2023.

The total employment benefits of the key management personnel of the charity were £41,700 (2023- £38,366).

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

	31.3.24	31.3.23
Charitable activities	10	10
Management and administration	1	1
Trustees	<u>11</u>	<u>11</u>
	<u>22</u>	<u>22</u>

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

13. TANGIBLE FIXED ASSETS

	Land & buildings £	Office equipment £	Fixtures and fittings £	Totals £
<b>COST</b>				
At 1 April 2023 and 31 March 2024	<u>124,379</u>	<u>3,407</u>	<u>900</u>	<u>128,686</u>
<b>DEPRECIATION</b>				
At 1 April 2023	35,879	983	135	36,997
Charge for year	<u>-</u>	<u>605</u>	<u>116</u>	<u>721</u>
At 31 March 2024	<u>35,879</u>	<u>1,588</u>	<u>251</u>	<u>37,718</u>
<b>NET BOOK VALUE</b>				
At 31 March 2024	<u>88,500</u>	<u>1,819</u>	<u>649</u>	<u>90,968</u>
At 31 March 2023	<u>88,500</u>	<u>2,424</u>	<u>765</u>	<u>91,689</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.

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2024

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.24	31.3.23
	£	£
Trade debtors	27,349	25,699
Prepayments and accrued income	<u>202</u>	<u>1,380</u>
	<u>27,551</u>	<u>27,079</u>

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.24	31.3.23
	£	£
Social security and other taxes	5,009	3,821
Other creditors	-	532
Accruals	3,930	4,222
Deferred income	<u>20,799</u>	<u>63,917</u>
	<u>29,738</u>	<u>72,492</u>

Deferred income

	2024	2023
	£	£
Deferred income is included within:		
Creditors due within one year	<u>20,799</u>	<u>63,917</u>
	<u>20,799</u>	<u>63,917</u>

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

Grants received:		
Total deferred income at 1 April 2023	63,917	36,121
Amounts received in year	163,581	307,955
Amounts credited to statement of financial activities	<u>(206,699)</u>	<u>(280,159)</u>
	<u>20,799</u>	<u>63,917</u>

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

16. LEASING AGREEMENTS

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

	31.3.24	31.3.23
	£	£
Within one year	<u>635</u>	<u>635</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2024

17. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
<b>Unrestricted funds</b>			
General fund	211,595	(5,446)	206,149
Lloyds Bank Foundation	<u>12,416</u>	<u>257</u>	<u>12,673</u>
	224,011	(5,189)	218,822
<b>Restricted funds</b>			
Awards for All	2,451	(536)	1,915
Big Lottery Fund Positive Minds	12,006	(12,006)	-
Rank Apprentice Gold Award	6,554	5,146	11,700
NHS Briefing	12,873	(12,873)	-
Core 20 Connector	16,628	(5,195)	11,433
Access for Justice	10,070	(10,070)	-
National Lottery Community Fund- RC Midlands Region	<u>-</u>	<u>17,968</u>	<u>17,968</u>
	<u>60,582</u>	<u>(17,566)</u>	<u>43,016</u>
<b>TOTAL FUNDS</b>	<u>284,593</u>	<u>(22,755)</u>	<u>261,838</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	55,918	(61,364)	(5,446)
Lloyds Bank Foundation	<u>24,999</u>	<u>(24,742)</u>	<u>257</u>
	80,917	(86,106)	(5,189)
<b>Restricted funds</b>			
Awards for All	-	(536)	(536)
Big Lottery Fund Positive Minds	18,118	(30,124)	(12,006)
VITA Health	83,196	(83,196)	-
Rank Apprentice Gold Award	7,500	(2,354)	5,146
NHS Briefing	-	(12,873)	(12,873)
Core 20 Connector	8,500	(13,695)	(5,195)
Access for Justice	-	(10,070)	(10,070)
LLR - ICB	5,000	(5,000)	-
National Lottery Community Fund- RC Midlands Region	<u>33,930</u>	<u>(15,962)</u>	<u>17,968</u>
National Grid	<u>5,000</u>	<u>(5,000)</u>	<u>-</u>
	<u>161,244</u>	<u>(178,810)</u>	<u>(17,566)</u>
<b>TOTAL FUNDS</b>	<u>242,161</u>	<u>(264,916)</u>	<u>(22,755)</u>



EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2024

17. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.22 £	Prior year adjustment £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
<b>Unrestricted funds</b>					
General fund	136,148	61,707	1,356	12,384	211,595
Lloyds Bank Foundation	-	-	12,416	-	12,416
	136,148	61,707	13,772	12,384	224,011
<b>Restricted funds</b>					
Awards for All	12,289	(5,837)	(1,485)	(2,516)	2,451
The Good Things Foundation	(654)	654	-	-	-
Big Lottery Fund Positive Minds	2,179	3,708	6,119	-	12,006
National Lottery Beyond Lockdown Project	2,917	(2,917)	-	-	-
VITA Health	23,849	(22,107)	(10,778)	9,036	-
Good Things Foundation Census	6,156	(6,156)	-	-	-
Time to Shine Leadership Programme	10,130	(10,130)	-	-	-
Tech For Schools	3,100	(3,100)	-	-	-
LCC - Casework	(3,834)	(2,856)	6,690	-	-
Rank Apprentice Gold Award	-	-	6,554	-	6,554
NHS Briefing	-	-	16,777	(3,904)	12,873
Core 20 Connector	-	-	16,628	-	16,628
Rank Foundation Profit For Good	-	10,000	5,000	(15,000)	-
Access for Justice	39,361	(22,966)	(6,325)	-	10,070
	95,493	(61,707)	39,180	(12,384)	60,582
<b>TOTAL FUNDS</b>	<u>231,641</u>	<u>-</u>	<u>52,952</u>	<u>-</u>	<u>284,593</u>

EQUALITY ACTION LTD

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2024

17. 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	65,419	(64,063)	1,356
Lloyds Bank Foundation	<u>25,001</u>	<u>(12,585)</u>	<u>12,416</u>
	90,420	(76,648)	13,772
<b>Restricted funds</b>			
Awards for All	1	(1,486)	(1,485)
Big Lottery Fund Positive Minds	51,562	(45,443)	6,119
VITA Health	62,396	(73,174)	(10,778)
LCC - Casework	14,959	(8,269)	6,690
Rank Apprentice Gold Award	20,000	(13,446)	6,554
NHS Briefing	17,000	(223)	16,777
Core 20 Connector	25,755	(9,127)	16,628
Rank Foundation Profit For Good	5,000	-	5,000
Access for Justice	<u>12,196</u>	<u>(18,521)</u>	<u>(6,325)</u>
	<u>208,869</u>	<u>(169,689)</u>	<u>39,180</u>
<b>TOTAL FUNDS</b>	<u>299,289</u>	<u>(246,337)</u>	<u>52,952</u>

Lloyds Bank Foundation was funding received in March 2022 to support our core work, over two years. We employed a full time Operations Officer from this grant on a two-year fixed term contract. The funding ended in March 2024.

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

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 Access for Justice Leadership project is funding for casework, running expenses, debt training and executive officer salary (£2,500) for leadership training and external consultants.

Rank Apprentice Gold Award is funding from the Rank Foundation for a youth project inspired by "The Apprentice" helping young people with enterprise.

The VITA Health fund an agreement with NHS England to assist the BAME community with support towards healthy living.

National Lottery Community Fund- RC Midlands Region is funding for the "EmpowHer" project which is a 5 year project which aims to assist young people in enterprise, as well as focusing on mental and physical health.

NHS Briefing is funding from East Leicestershire Clinical Commissioning Group (CCG) towards a befriending project offering one to one support for the BAME community across Charnwood.

Core 20 Connector is funding from the NHS for a programme working towards identifying and reducing healthcare inequalities across different communities.

LLR - ICB is funding from the Leicester, Leicestershire and Rutland Integrated Care Board towards addressing care inequalities across different communities.

National Grid was a three month grant received for January to March 2024 to assist in the running of the charity's operations.

**EQUALITY ACTION LTD**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2024**

**18. RELATED PARTY DISCLOSURES**

During the year the charity received donations totalling £5,000 (2023: £NIL) from trustees and related parties. These were received without restriction or condition.

There were no related party transactions identified that require disclosure for the year ended 31st March 2023.

EQUALITY ACTION LTD

DETAILED STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 MARCH 2024

	31.3.24	31.3.23
	£	£
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	9,230	13,681
Gift aid	1,743	-
Grants	<u>115,003</u>	<u>171,213</u>
	125,976	184,894
<b>Investments</b>		
Deposit account interest	1,089	114
<b>Charitable activities</b>		
Casework income	23,400	4,900
Grants	<u>91,696</u>	<u>108,946</u>
	115,096	113,846
<b>Other</b>		
Other Income	-	<u>435</u>
<b>Total incoming resources</b>	<u>242,161</u>	<u>299,289</u>
<b>EXPENDITURE</b>		
<b>Charitable activities</b>		
Wages	199,116	178,375
Social security	9,541	8,478
Pensions	3,120	2,924
Rates and water	369	345
Insurance	2,514	3,345
Light and heat	1,939	4,524
Telephone	2,989	2,536
Postage, printing and stationery	9,546	17,781
Advertising	-	450
General	1,997	613
Direct project expenditure	19,719	16,741
Repairs and maintenance	1,745	1,950
Travel	68	384
Affiliation	98	133
Mortgage interest	-	31
Bank charges	215	206
Computer Expenses	1,411	1,429
Computer equipment	<u>722</u>	<u>1,200</u>
	255,109	241,445
<b>Support costs</b>		
<b>Finance</b>		
Loss on sale of tangible fixed assets	-	1,241
<b>Governance costs</b>		
Independent Examiners' remuneration	9,807	3,651

This page does not form part of the statutory financial statements

EQUALITY ACTION LTD

DETAILED STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 MARCH 2024

	31.3.24	31.3.23
	£	£
Total resources expended	<u>264,916</u>	<u>246,337</u>
<b>Net (expenditure)/income</b>	<u>(22,755)</u>	<u>52,952</u>

This page does not form part of the statutory financial statements

