



EQUALLY OURS: 2019/20 TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

Equally Ours was formerly called the Equality and Diversity Forum
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CONTENTS

	Page
Trustees' Annual Report	3
Reference and Administrative Information	22
Financial Review	23
Independent Examiner's Report	25
Statement of Financial Activities	26
Balance Sheet	27
Notes to the Accounts	29

We would like to thank all our funders and contributors for their support in 2019/20:
Advent of Change, Aziz Foundation, Baring Foundation, Barrow Cadbury Trust, City
Bridge Trust (via Media Trust), Comic Relief, Esmée Fairbairn Foundation, Global
Dialogue, John Ellerman Foundation, Joseph Rowntree Charitable Trust, Paul Hamlyn
Foundation, The Legal Education Foundation, and Trust for London.

EQUALLY OURS TRUSTEES' ANNUAL REPORT 2019/20

1. HIGHLIGHTS

This was a year of growth and adaptation, as we broadened the scope of our activities to help us achieve our social change mission in a challenging political and economic climate.

In the final month of the year our organisational and policy focus shifted quickly to convening members and collaborating with the wider voluntary sector on Covid19, focused on ensuring the public policy response to the pandemic was compassionate and met the needs and rights of us all.

Our highlights in 2019/20 were:

1. Over the course of the year we worked with our members and wider alliances to provide a strong, collective voice to protect and promote equality and human rights in relation to Brexit. We briefed and lobbied MPs and peers at all stages of the Brexit legislative process to ensure they were well-informed. While there was little prospect of changing outcomes in the short-term, strategically this work was vital for keeping equality and human rights on the agenda and limiting the chances of rights being eroded in the longer term.
2. We played a leading role in shaping thinking and strategy across our membership and wider civil society on the government's planned UK Shared Prosperity Fund, which is due to replace EU Structural Funds.
3. We ran Human Rights Our Rights, our pilot video campaign on social media to change hearts and minds on human rights, which reached over 2 million people and smashed its targets. The campaign showed how it's possible to shift the views of people across the political spectrum, by using strategic communications methodology that connects with (but does not manipulate) people's emotions and values, and helps them discover how human rights are relevant to and important in their daily lives.
4. We launched our strategic communications training and consultancy service. We worked with a wide range of organisations, campaigners and people with lived experience to achieve social change through more effective communications and influencing. This included grassroots groups on race and disability equality and violence against women, and national initiatives on ageing and social care.
5. We took on the role of secretariat for the Funders for Race Equality Alliance (the Alliance) and supported the Alliance to develop and begin to implement a new strategy to increase funding for race equality in the UK. This work subsequently gained renewed salience and urgency in light of the disproportionate impact of Covid-19 on ethnic minority communities and the murder of George Floyd in the US, which raised the profile of pre-existing racial inequalities in the UK.

6. We launched the Enterprise Development Programme (EDP) for the equality sector, supported by Access – the Foundation for Social Investment. Over three years, the EDP will provide a mix of grants and learning opportunities to help equality charities develop their capacity to trade and become more financially sustainable.

2. ABOUT EQUALLY OURS

Equally Ours brings together people and organisations working across equality, human rights and social justice to make a reality of these in everyone's lives. Through our members and networks, we join up research, policy and communications to shift public opinion and policy in positive and powerful ways.

We believe that a good and strong society is a just and inclusive one. One where we are free from harm and can all contribute and flourish, whoever we are and whatever we do or don't have. A society that is equally ours.

Equally Ours also works with public bodies, the private sector, think tanks, and lawyers. We value the relationships we have with ministers and civil servants and with the Equality and Human Rights Commission (EHRC), contributing through dialogue, collaboration and, where needed, constructive challenge.

3. OUR STRATEGY

This was the final full year of Key to all our futures, our 2016-20 strategy, which sets strategic goals to help achieve our vision:

1. Increase public and political support for equality and human rights.
2. Create solutions to advance an equal and diverse society.
3. Strengthen the capacity of civil society to progress these goals.

The priority themes are agreed with members, and for 2019/20 we recommitted to:

- Developing new equality and human rights narratives;
- Brexit: protecting and progressing equality and human rights; and
- Hate crime: using pan-equality perspectives to improve policy and practice.

This report sets out the progress we made on our strategic goals in 2019/20.

4. OUR NETWORKS AND MEMBERS

Our policy network continues to be fundamental to Equally Ours. We develop and agree policy positions with members to influence the key public policy issues of our times. Members play a vital role in our governance. Our policy network also includes associate members from the voluntary sector, and observers from governmental or statutory organisations who engage constructively with Equally Ours' work. We work with members, associates and observers to develop and implement influencing strategies on our priority themes Brexit and hate crime.

This year we welcomed 3 new organisations to the policy network: the Joseph Rowntree Foundation, Security Women and Stop Funding Hate. A full list of the

organisations who were members, associates and observers in 2019/20 is towards the end of this report.

Equally Ours also runs a research network which brings together researchers working in academia, think tanks, and NGOs with policy-influencers and policy-makers through our online resources, e-newsletter, and events. The research network also brings expertise on our work areas and helps us to develop our capacity and impact.

5. WHAT WE ACHIEVED IN 2019/20

Goal 1. Increase public and political support for equality and human rights

Our strategic communications programme

Our respected strategic communications (evidence-based, value-led communications for social change) programme draws on framing theory and insights from anthropology and behavioural science to change the way people think and feel about equality, human rights and social justice, and the solutions they support.

Our focus is on the roughly 40% of the population – often referred to as the ‘persuadable middle’ – who tend to be conflicted about a range of social issues and therefore open to hearing positive and progressive messages.

The programme comprises three main elements: research-based reframing projects; applying research insights to create new, progressive equality and human rights narratives in our own policy advocacy; and building the capacity of civil society to use this approach to communicate for social change.

We continued to advance our strategic communications expertise and reputation during the year – developing our own, flexible, staged narrative change model. Our approach is collaborative, pragmatic and iterative, recognising that many civil society organisations have limited capacity and money for reframing initiatives.

Through a number of networks, we continued to connect with strategic communications experts and practitioners, both in the UK and across the world, to share insight and good practice and collaborate on wider narrative change.

Human Rights Our Rights campaign

In May, we launched the first (pilot) stage of our long-term evidence-based attitudinal change campaign, under the umbrella campaign brand, ‘Human rights. Our rights’.

We worked with creative agency, mcgarreybowen, who generously provided all of their time and expertise pro bono.

We applied our research insights and strategic communications expertise creatively and powerfully in the form of two highly original campaign videos. These brought to life two rights – the right to respect for private and family life and the right to freedom from slavery and forced labour – to tell a broader story about the relevancy and value of human rights to us all.

We targeted a segment of the 'conflicted' public in Yorkshire and Humberside through Facebook and YouTube advertising – conflicted because our research shows they support human rights in principle but feel they have 'gone too far'.

The campaign exceeded engagement targets: in just four weeks people viewed the videos a total of 2.4 million times – 47% above target – and 32% went on to watch the video to completion, exceeding the benchmarked target by 64%.

Crucially, the campaign had an immediate impact on how the conflicted British public view human rights – there was statistically significant movement on most of the key human rights-related statements: 'Human rights benefit me and those I care about' (+13% agreed); 'The values and principles of human rights reflect my sense of right and wrong' (+11% agreed); 'The values and principles of human rights are the basis of our shared values as a country' (+9% agreed); and 'I value my human rights and would consider using them if I needed to' (+7% strongly agreed).

Very unusually for a sector campaign, this positive shift at a total level was reflected at subgroup level, including, notably, Conservative voters and Leave voters.

As anticipated, this campaign really did demonstrate what a strategic communications approach to this task looks like and can achieve, and we have shared – and continue to share and build on – our learning widely, working with civil society both in the UK and beyond. For example, as a result of the campaign, we were invited to speak at a closed meeting of representatives of international human rights institutions at the EU Fundamental Rights Agency (FRA).

How to Shift Public Attitudes on Equality

Continuing our work on framing equality, as part of our Trust for London-funded three-year strategic communications programme, we commissioned research to find productive and progressive ways of talking about equality. Specifically, effective metaphors that help explain the structural nature of inequality.

This research resulted in a practical guide for communicators and campaigners, 'How to shift public attitudes on equality', which combines the research insights with a guide to good strategic communications practice. More than 1,000 people accessed the report, guide or blog summarising the guide on our website, and we have built the findings and recommendations of the research into our strategic communications training for equality organisations (see under Goal 3 below). We also gave a talk to the Resolution Foundation on the findings of this important research.

Consultancy

We were commissioned to provide strategic communications consultancy for two other significant and exciting reframing initiatives that will change public attitudes and drive social change on equality and human rights:

- reframing ageing and demographic change for the Centre for Ageing Better, working alongside research partner, Savanta ComRes;
- reframing social care for Social Care Future, working with research partner, Survation.

These initiatives will report in the autumn of 2020.

Goal 2. Create solutions to advance an equal and diverse society

We made progress on our two priority policy themes Brexit and hate crime; continued to deliver responsive policy work in areas where bringing forward a pan-equality and human rights perspective would be important; and worked on revitalising our Research Network. We responded quickly to the Covid-19 emergency and establish a work programme.

Brexit

Our work on Brexit is supported by the Legal Education Foundation. It has two main elements:

Protecting legal rights

Our aim was to ensure that the sector had a strong, collective voice to protect and promote equality and human rights in the context of Brexit (as far as possible under the current political climate), aiming to ensure no reduction in rights after leaving the EU.

Our Brexit strategy group for members continued to meet monthly until our exit from the EU at the end of January 2020. It guided our thinking and over the year expanded to include Unison, NAWO, Just Fair, Age UK, Children's Rights Alliance England, the Equality and Human Rights Commission, the Women's Budget Group, Rene Cassin, Humanists UK, Maternity Action UK, the British Institute of Human Rights, Stop Funding Hate, the Child Poverty Action Group and the Royal National Institute for the Blind.

In 2019, we provided briefing to MPs and peers on the Trade bill at second reading and committee stage in the Lords. Briefing was prepared for 'ping pong' stage but the bill subsequently 'fell' with the general election in December 2019.

This was also the case with the long-awaited EU (Withdrawal Agreement) bill where we sent out a briefing for second reading in the Commons. After the general election, we sent briefings in December and January to MPs and peers making the case for:

- no regression on equality and human rights legislation and labour rights
- no use of Henry VIII powers to change equality and human rights legislation
- full parliamentary scrutiny of the legislation to ensure rights, standards and protections are maintained.

Equally Ours also provided evidence for the Lords EU Justice sub-committee on 'rights after Brexit' which focused on the loss of rights as a result of the EU Charter of Fundamental Rights no longer being retained in UK law.

In the December general election, we sent out a call to action to all members and associates to ask all parties and candidates one question:

'Will your party guarantee to keep our hard-won human rights and equality laws, including those covered by EU regulations and directives, and to strengthen protections?'

We also wrote to all main party leaders calling on them to retain and enhance equality and human rights legislation.

In June 2019, Equally Ours convened a UK-wide conference to examine the future of human rights in all four UK administrations. Over 60 people attended from civil society organisations and members of Equally Ours' research network. It was chaired by the network's co-chair, Colm O'Cinneide, Professor of Constitutional and Human Rights Law at UCL.

In September, Equally Ours made a presentation to the Brexit Civil Society Alliance devolution round table on the prospects for human rights under the new UK administration.

Following the publication of the Conservative party manifesto and its proposals for constitutional reform on 'Page 48', Equally Ours re-purposed the Brexit strategy group to become the equality and human rights strategy group. The group had its first meeting in February, and we fed from that on behalf of members into a wider coalition of organisations convened by Liberty in early March.

UK Shared Prosperity Fund

We continued our strong collaboration with the Brexit Civil Society Alliance (BCSA) particularly on work around the UK Shared Prosperity Fund where Equally Ours was leading thinking and strategy. We spoke at two BCSA civil society devolution round tables with around 30 people present at each, presenting our strategy for 'Shared Principles' for the fund. Feedback from partners in civil society organisations in Wales, Scotland and Northern Ireland highlighted how valuable it was to have a UK-wide perspective, even though the detail was different in different countries.

We also spoke at two further English regional civil society roundtables in Bradford and Liverpool.

We produced a film showing how EU funding had helped people move back into the labour market: <https://www.youtube.com/watch?v=FyG6nMfylUo>

This was shown at three national conferences involving all four nations in London, Glasgow and Belfast which had between 90– 150 participants. We ran workshops and sat on panels promoting the Shared Principles at these meetings. It was also shown at two further conferences in Birmingham and Manchester with 150 and 45 attendees respectively. It was positively received and feedback at the events was on how it so effectively brought the issues to life.

Equally Ours attended meetings convened by Charity Finance Group involving representatives of all the main umbrella bodies (NCVO, Acevo, DSC, ACF) looking at all aspects of charity funding and finance, including UKSPF. At these meetings, Equally Ours was seen as one of the key players on the group re UKSPF.

We also worked with Employment Related Services Association, representing organisations working in the field and contributed a chapter to their report, *Sharing Prosperity Building Better Employment Support for the UK*.

In September, after five months of consultation on the Shared Principles, we convened a UK-wide round table of some 25 people to agree the final draft. This

included representatives from all three devolved administrations and leading UK-wide organisations, NCVO, Charity Finance Group and Acevo.

We currently have over forty UK-wide organisations signed up to the Shared Principles including RNIB, Age UK, Runnymede Trust, Just Fair, Unison, NAWO, Voluntary Organisations' Network North-East, NICVA, Human Rights Consortium Northern Ireland, Welsh Council for Voluntary Action, Welsh Brexit Civil Society Alliance and the Human Rights Consortium Scotland.

Over the year, we broadened our position to recommend that equality be hardwired into all major infrastructure spending in order to reduce systemic inequality and tackle the race, disability and gender employment gaps. We advocated for these solutions at a private meeting with the Equalities Minister and at a meeting on shaping the government's Gender Equality and Economic Empowerment strategy. Our proposal to embed use of equality law and drivers in major government initiatives such as the Industrial Strategy is referenced in the GEO's gender road map. We also made the case in our responses to the Cabinet Office consultation on Social Value in public procurement, the Women's Budget Group commission on women's economic empowerment, and our general election manifesto asks. We published a well-received blog to further stimulate thinking in this area.

Hate crime

Equally Ours' hate crime programme combines knowledge exchange and policy advocacy. It is supported by the Aziz Foundation. We facilitate the only national group that brings a combination of front-line, member-led and/or policy-focused organisations working on hate crime together regularly to identify influencing opportunities where collaborating on a cross-equality basis can help to progress change. The group includes the Equality and Human Rights Commission, Galop, Rene Cassin, UKREN, Stonewall, Inclusion London, Tell Mama, the Travellers Movement, GATE Herts, Stay Safe East, the Fawcett Society, the Muslim Council of Britain, Stop Funding Hate, and 17-24-30.

We held four meetings of the hate crime strategy group in 2019. Topics included plans and support for a campaign on hate speech and online hate from Rene Cassin and the Traveller Movement called Cut it out.

This linked well into our Online Hate Crime seminar in partnership with Oxford Brookes University held in September. The seminar was attended by over 50 participants from a range of organisations and included speakers from the Home Office, Council of Europe, the Law Commission and Police Chiefs Council. The discussions considered the particular challenges posed by policing online hate due to issues of anonymity and the scale of occurrences. There was agreement that specific regulation is needed to address online hate crime and hate speech. The event was informative with rich and diverse discussion: 95.4% of participants said it deepened their understanding of how to tackle online hate.

We published [our briefing paper on the case for legal reform of hate crime](#). This provides an overview of the case for reforming the law from an equality perspective. It will inform our advocacy work with members to achieve parity and clarity in the law and our submission to the Law Commission consultation, which was anticipated for early 2020, but is on hold due to Covid-19.

At the outbreak of Covid-19 in March we paused the hate crime strategy group meetings, and decided to ensure that the problems of Covid-19-related hate that take place online and in the community are highlighted to government and funders through our overall Covid-19 influencing strategy.

Covid-19 response

In the final month of the year our organisational and policy focus shifted quickly to convening members and collaborating with the wider voluntary sector to respond to Covid19.

Our aim was to ensure the public policy response to Covid was compassionate and met the needs and rights of us all. We identified priorities, based on insights and evidence from members' grassroots networks, frontline and helpline services to members of the public directly affected by Covid19, and to ensure coordination and action.

We wrote to ministers to put forward members' key concerns, including problems with access to food and essentials for disabled and older people, the need for support for women and children facing increased abuse during lockdown, and the need for consistent collection and disaggregation of health data by ethnicity, sex and disability.

We put in place plans

Other key policy interventions

We brought forward a pan-equality voice and members' specific and shared concerns and ideas to a number of important national policy initiatives, including:

Inequalities in the 21st Century, IFS Deaton review

Robert Joyce, Deputy Director of the Institute of Fiscal Studies (IFS) joined our June members' meeting, to share the plans for this major five year review of inequality in the UK, and to hear members' lived and professional experiences in relation to the scope of their initial phase of evidence reviews and opening paper. As an outcome we and the Equality Trust worked in partnership to secure agreement from the IFS to organise a number of roundtable events to be held in 2020/21 to convene grassroots and national policy voices working on race, disability and gender equality to input to the Review's evidence gathering stage and share thinking on ideas for policy change.

Common Ground initiative

We set up the Common Ground initiative in 2019 to provide a space for constructive dialogue between members on issues of trans inclusion, sex and gender identity, in response to members' requests. This followed the Government's 2018 consultation on altering the registration process for gender re-assignment and the subsequent hostile public debate which has shut down the space for considered and nuanced discussion.

We met four times over the year, to agree terms of reference, how to work together including defining a human rights-based approach, terminology, and policy areas for investigation. We tested our initial approach to exploring policy areas, looking at prison policy and practice, revised our approach and were due to work

further on the topic with contributions from Women in Prison and the Prison Ombuds. We had also decided to expand the membership of the group to enable more participation from LGBT+ organisations. We were in the process of taking these things forward when we had to pause the project in March 2020, in order to prioritise work on the Covid-19 response.

In 2018 we had begun participation in the Future of Legal Gender (FLG) research programme by Kings College London, including collaborating on initial and end of programme events for members. In 2019 we were invited to join the programme's board and participated in their December board meeting. The FLG provides an opportunity to consider the wider legal issues and contribute to thinking on this important subject.

Equally Ours member meetings

Our monthly policy meeting for members provide a unique space for organisations working on all the different equality and human rights issues, where we come together, contribute thinking and evidence to policy-makers and policy-influencers, exchange knowledge and intelligence, and develop plans for shared action.

Meetings included:

- Trade negotiations and women's rights, Women's Budget Group
- The human right to food and the implications of Brexit for our standard of living, with Just Fair, Sustain, and the Independent Food Aid Network
- The Switching Focus report recommendations on disability employment gaps by the LSE, and with Business Disability Forum and the TUC
- Input to the Equality and Human Rights Commission's Strategic Plan for 2019-22, and plans to mark the tenth anniversary of the Equality Act 2020
- State of children's rights 2018 report Children's Rights Alliance for England
- Policing by machine – Predictive policing and the threat to our rights Liberty
- 'Exploring Inequalities - igniting research to better inform UK policy' University College London's Grand Challenge of Justice and Equality
- 'No room at the inn: How easy is it for nomadic Gypsies and Travellers to access primary care? Friends Families and Travellers

In December we agreed to alternate these broader themed events with more focused strategic policy meetings to support greater collaboration on the priorities identified by members following the December general election. From March 2020 we adapted these meetings again, meeting fortnightly to respond to the pandemic.

Research Network

We reconvened and reconstituted the Research Network and its advisory group. We appointed new co-chairs and focused the network initially around our two public policy priorities of Brexit and hate crime, leading to collaborations on two events on these issues during the year (see relevant sections above). We had to put further development of activities on hold due our Head of Research and Policy Impact post becoming vacant in September. The new Head of Policy joined at the end of March and will be responsible for further development of the network.

Equality Impact Investing

In partnership with Dartington Hall's Centre for Social Justice we published the Equality Impact Investing report in the summer. One recommendation of the report

was that Access – the Foundation for Social Investment - establish an Equality Enterprise Development Programme. Access agreed to progress this recommendation and we worked with them to establish and run it as part of their wider EDP and as part of our capacity building goal.

Goal 3. Strengthen the capacity of civil society

We made progress towards this goal through our member engagement and information dissemination activities; and our Voluntary and Community Sector Equality and Human Rights Framework project; two new initiatives developed this year; and our well-respected strategic communications capacity building programme.

Inform the network

Our website, newsletter and social media channels continue to inform tens of thousands of the latest developments across human rights and equality policy and practice. Our website was viewed by nearly 60,000 users over the year, accessing 124,000 pages and articles on our site. The most popular information on our site for this year included an evaluation of the impact of the Equality Act, signups for our Communications for Change training and our free guide on how to shift public attitudes on equality.

One of our highest drivers of traffic continues to be our newsletter, which is emailed out to almost 5,000 subscribers fortnightly. These subscribers are highly engaged and this newsletter is one of the main ways we inform the sector, recruit participants for trainings and share resources.

On social media we continue to engage practitioners and policy-makers and connect the sector, with our main channel being Twitter, where we had almost 200,000 views of our tweets across the year.

Strategic communications capacity building

We saw growing interest in this approach year on year, with an increased demand for our training and expertise. Across a mixture of funded workshops and consultancy work, this year we trained a total of 149 practitioners representing 93 organisations. Of those we surveyed, 89% said they would recommend the training to others. One training participant described our workshop as 'gold dust for a small charity like ours'.

Communications for Change training programme

Part of a three-year grant, supported by Trust for London, we really beefed up this programme since the previous year, responding to a need identified to sustain learning among the participants and for more practical, actionable tips. This programme includes the research and guide on communicating structural equality – see goal one for more on this.

The programme now includes a full-day level 1 training, a half-day level 2 training, and a small action learning set for more engaged participants to continue their learning after the first two trainings. Through these we have built the communications capacity of 68 civil society organisations. One participant who was

involved in all three stages of the programme told us 'I have found the whole Equally Ours comms programme really valuable.'

For our level 1 workshops we trained 53 people across three sessions, with one attendee describing their session as 'the most useful (and thought-stretching!) training I've had all year'. Of these we trained 34 people across two sessions for the more advanced level 2 workshops – we developed these workshops new for this year based on survey feedback from participants, who expressed a need for more practical, actionable learning. One person who came to this training fed back that it 'took it to the next level for me'.

We also recruited this year our first action learning set – a group of 13 practitioners who meet quarterly to support each other as peers, and hold each other accountable for actions, on their challenges putting this approach into practice in their work. We developed this part of the programme in response to a need identified after the last grant to equip participants to sustain their learning. One member of the group fed back that it was 'very useful, especially as there are some concrete actions to follow'.

Training and mentoring for small women's rights organisations

Funded by the OAK Foundation, we've been working with grantees from their Issues Affecting Women Programme (IAWP) to train and mentor them in strategic communications, and build their communications capacity more widely.

Through this work we've trained 29 participants so far, based on in-depth interviews we conducted with participating organisations throughout the summer of 2019 to assess their needs. This included a 1.5 day tailored training in September 2019, after which one organisation fed back 'I enjoyed the course very much, and found it very useful'.

Following this we offered eight hours' mentoring time to each charity, with strong takeup. As part of this time we've got one charity set up on Twitter for the first time and trained them to post and moderate their account, helped multiple organisations profile and better understand their key audiences, and helped multiple grantees develop key messaging for their campaigns. This aspect of the programme is ongoing, and we've had agreement from the funder to extend the mentoring period in light of Covid-19.

Consultancy

We worked with the HEAR network and Race on the Agenda to train 21 campaigners as part of their #hardlyhardto reach programme working with BAME mental health campaigners. Our training was part of a three-day workshop, after which one participant fed back that it was 'Excellent - one of the best trainings I have attended. Very useful for me.' We've continued to work closely with the HEAR network since, and are working with them to plan another strategic communications training for a different part of their network in 2020/21.

In January of 2020, we ran a bespoke training for Friends, Families and Travellers (FFT) for staff, allies and community members in Brighton. Feedback from the attendees was extremely positive. FFT have since got in touch to say that they were 'inspired by [our] amazing training' to apply for significant funding to develop and test new frames to change attitudes on their campaign around unauthorised encampments. They've been successful in this bid, and have asked us to work on

this project with them in 2020/21 to advise on the research design and facilitate training sessions.

Towards the end of 2019/20 we worked with the Northamptonshire Rights and Equality Council and successfully secured funding to train their members and partners working on hate crime in strategic communications. This activity will bring 75 people from diverse communities together to introduce them to strategic communications and reframing, and equip them to change hearts and minds to more effectively tackle hate crime in Northamptonshire.

Voluntary and Community Sector Equality and Human Rights Framework

We concluded this three-year project, supported by the Baring Foundation, which aimed to use equality and human rights law and approaches to create new capacity to address discrimination and disadvantage, and improve outcomes, by:

- improving voluntary sector organisations' own services, and private and public service delivery; and
- strengthening their campaigns, and ability to hold authorities to account.

This year we updated the online Framework, completed the final workshop in Liverpool, and held a one day tailored workshop for South West, East of England and London voluntary and community sector organisations.

We commissioned an independent evaluation. This reported that

"The Framework is a user-friendly resource, with a modular design that lends it great flexibility - meaning individuals can choose and adapt what and how they prioritise and implement in their use of equality and human-rights based approaches within their organisations across a range of core activities; to best suit their needs, objectives and capacity. The case studies and other supporting materials take the framework beyond the theoretical by providing real-life practical examples of how equality and human rights-based approaches can be embedded and the positive outcomes that can accrue from this type of activity. The Goals>Actions>Impact>Measures model also clearly illustrates how organisations should focus their monitoring and evaluation activities in order to effectively measure and illustrate progress made towards achieving their priorities and goals."

Across the regional learning programme

- 87% of respondents either strongly agreed or agreed that the workshop had helped them explore how the Framework might work in their organisation.
- 92% of respondents either strongly agreed or agreed that the workshop improved their knowledge on the Human Rights Act (1998), 87% their understanding of human rights based approaches, 75% their understanding of the Equality Act 2010.
- 85% of respondents either strongly agreed or agreed that the workshop had improved their confidence in embedding human rights in their organisation, 73% in embedding equality in their organisation.

Funders for race equality alliance

In March 2019 Equally Ours was awarded funding to provide coordination and secretariat support for the national Funders for Race Equality Alliance (the Alliance) and their work with the Coalition of Race Equality Organisations. The Alliance is

group of over twenty leading charitable foundations and other funders that collaborate to increase funders' focus and investment in race equality as well as improving funders' practice on this agenda in their governance.

Over the year, Equally Ours supported the Alliance to develop its theory of change, strategy and action plan, and began supporting delivery of the action plan's three aims and workstreams

- Increasing funding: commissioning a sector mapping exercise.
- Conducting a funding audit and establishing a basic method for auditing funder expenditure on race equality
- Increasing and sustaining BME representation on foundation boards.

The work of the Alliance took on new urgency as Covid-19 struck and it quickly became apparent that there would be disproportionate impacts on ethnic minority people and communities.

Equality Sector Enterprise Development Programme

As noted previously, following the publication of the Equality Impact Investing Programme, we worked with the Access Foundation to set up a three-year equality sector programme as part of their Enterprise Development Programme (EDP). We developed the programme in collaboration with equality sector partners: Voice for Change England, Disability Rights UK, Women's Resource Centre, LGBT Consortium and Law Centres Network. We launched the equality sector programme, alongside partner sectors in youth, homelessness, and mental health in January 2020.

Participating in the programme has wider strategic benefits. It will increase Equally Ours' own understanding of enterprise and social investment. We will support the Access Foundation to embed equality more concretely across the wider EDP.

Goal 4. Strengthening our own capacity

Organisation development

We launched our first trading activity, offering a strategic communications training and consultancy service. In addition to making a much-needed contribution to social change, this also broadens our influencing opportunities and our income base, helping us be more sustainable.

We were delighted to be chosen to feature in Advent of Change, the first ever charity advent calendar in the UK, which provided a brilliant opportunity to raise our public profile as well as bring in some unrestricted income which supported our capacity building work with grassroots equality groups.

Digital engagement

This year we identified the need to broaden our digital capacity, leading to internal training in using our website's content management system and our email marketing system. This helped remove bottlenecks in capacity, progressing us towards being a more digitally mature organisation.

We focused on improving the performance of our website in search, building profile on key search terms to better enable practitioners and policy-makers to find the

information and resources on our website. We've developed robust resources on key priorities like the UK Shared Prosperity Fund and the Enterprise Development Programme, focusing on building these pages to perform well for relevant search terms.

As a result our traffic from search engines has increased steadily throughout the year, with 35,400 clicks throughout the year.

6. CHALLENGES AND LEARNING

This was a particularly difficult year for a number of staff in our small team for personal and health reasons (separate and prior to the start of the pandemic). We none the less were able to sustain our core and project work to a high standard, and develop exciting new initiatives, while having to accept that in some areas 'good enough' really had to be good enough. We were fortunate to have supportive funders who allowed flexibility and additional time to catch up on plans.

Our Common Ground initiative was challenging in the already difficult context of the hostile public debate. This was in part because it was delayed due to Equally Ours staff absence (see above) and in part because staff changes in some participant organisations led to having to start over more than once in trying to build relationships of trust between groups where trust was already low. We saw a positive but fragile opening up of space for dialogue knocked backwards. People on all sides were understandably psychologically defended, which created barriers for hearing even when others were trying to reach out. When the pandemic started we put this work on hold because, given the need for nuance and interpersonal contact, it was not clear that could work remotely, and because we needed to prioritise responding to Covid-19.

We were unable to secure funding to develop and implement phase 2 of 'Human rights. Our rights', our major long-term insight-based attitudinal change campaign to win hearts and minds of the British public on human rights, so that people will value, protect and use their rights. However, the products and learning from the pilot phase will be invaluable in our human rights advocacy, particularly given the government's manifesto commitments to review the Human Rights Act.

7. THE BENEFICIARIES OF OUR WORK IN NUMBERS

Equally Ours does not usually work directly with individual members of the public, so most of our work benefits the general public through our support for the effectiveness of other voluntary and community organisations (VCOs) and our work with policy-makers.

For example, in the last year:

- Through our training and events we helped over 843 policy makers and policy influencers in civil society organisations, research organisations, government departments and other public bodies. This included
 - 143 people in 93 organisations provided with increased know-how to communicate for social change, and apply this in their own work

- Over 700 people benefited from participating in events about Brexit and hate crime that we organised or shared policy evidence and expertise at.
- Our “Human Rights Our Rights” campaign videos reached over 2.1 million people in 4 weeks - 75% above expected target set by our creative agency. In addition, at least 100 organisations actively engaged with the campaign content through social media and our newsletter (an under-estimation due to tracking restrictions).
- We briefed all MPs and Peers on equality and human rights priorities for Brexit at key stages in the parliamentary process, and provided targeted briefings to influential parliamentarians and committees. We ensured they had access to credible, focused expertise and an understanding of what changes might mean, especially for people and groups who experience inequality and discrimination
- Equally Ours members, associates and observers benefited from taking part in 11 policy forum meetings with key stakeholders and policy makers.
- We kept approximately 5,000 people working on equality and human rights up to date through our acclaimed eNewsletter, and a further 60,000 through our website.

7. FUTURE PLANS

We had an ambitious business plan for 2020/21 that we quickly adapted so we could focus much of our policy advocacy onto Covid-19, while contributing to our longer-term strategic priorities, and sustaining key capacity building activities.

2020 is the tenth anniversary of the Equality Act 2010, and we will harness and celebrate that to highlight the importance of equality – and the rule of law – in the past ten years and to the future of the UK.

Goal 1 increasing support for equality and human rights. Our priorities are:

1. Creating framing to drive social change and increase support for equality and human rights in the context of Covid-19.
2. Completing the reframing ageing project.
3. Delivering the reframing social care project.

Goal 2 creating solutions. Our policy priorities are:

1. Working with our members, wider civil society, government departments and other policy-makers to ensure the public policy response to and recovery from Covid-19 is compassionate and meets the needs and rights of us all. Providing scrutiny, and constructive challenge when needed. Ensuring that hate crime issues are not overlooked, and are acted on, as part of the Covid-19 response.
2. Making the case for rights protection after we leave the EU. Raising awareness of the impacts of Brexit, and the cumulative impacts of Brexit, Covid-19 and pre-existing inequalities, on people’s rights in law and in their

- daily lives. Making recommendations for preventing or mitigating those impacts.
- 3. Responding to Government proposals resulting from their 'page 48' manifesto commitment to set up a Commission to review the Human rights Act, Judicial Review and other constitutional issues.

Goal 3 capacity building civil society to progress goals 1 and 2. Our priorities are:

- 1. Expanding our strategic communications training and consultancy service, so that more organisations can more effectively tackle inequality and drive social change.
- 2. Providing the secretariat for the Funders for Race Equality Alliance and supporting delivery of its action plan.
- 3. Successfully delivering the first year of the Equality Enterprise Development Programme.

8. STRUCTURE, GOVERNANCE AND MANAGEMENT

Trustee board

The majority of Equally Ours' trustees are elected by the members of the Equally Ours policy network; a minority can be co-opted. The board and Equally Ours members are committed to ensuring that the board has a diverse membership and possesses the skills and knowledge to enable Equally Ours to operate successfully and conduct an audit every year to help inform the elections and co-options processes. The trustees bring extensive knowledge of equality and human rights together with experience of senior management and governance within the voluntary sector and other sectors. They meet four times a year and are responsible for the organisation's overall strategy and governance and for proper use of its resources. Trustees pay close attention to the views of the member organisations but act independently.

Equally Ours is both a registered charity and a company limited by guarantee. It is governed by its Memorandum and Articles of Association, which were approved and adopted in January 2008 (upon registration as a charitable company) and as amended in November 2018.

Team

The staff in 19/20 were:

- Ali Harris, Chief Executive, 0.8fte
- Liz Shannon, Parliamentary and Policy Advisor, 0.6fte
- Katharine Knox, Head of Research and Policy Impact 0.6fte (until September 2019)
- Gay Moon, Special Legal Adviser, 0.2fte (until December 2019)
- Tracey Agyeman, Project Manager Funders for Race Equality Alliance 0.5fte; Network and Communications Officer 0.5fte
- Tanishtha Sen Gupta, Project Intern, 0.5fte, from March 2019
- Kathryn Quinton, Communications Director, full-time
- Alice Jennings, Head of Digital and Strategic Communications, full-time
- Samina Mulla, Finance Officer, 0.2fte, from July 2019

- Sade Ottun, temporary Admin and Communications Assistant, 0.4fte, December 2019-February 2020
- Aimee Dorsett-Browne, Enterprise Development Manager, full-time, from January 2020
- Tansy Hutchinson, Head of Policy, full-time, from March 2020

We also valued the contributions of a number of contractors and contributors funded through specific projects:

- Belinda Pratten, policy adviser on EU funding after Brexit
- Neil Crowther, consultant on Reframing Ageing

We benefitted hugely from the voluntary support of:

- Jean Scott, financial operations

9. PUBLIC BENEFIT

In carrying out its work Equally Ours pays due regard to Charity Commission guidance concerning public benefit. The trustees are satisfied that all Equally Ours' activities in 2019/2020 were of public benefit and that the charity's funds were spent so as to achieve public benefit.

10. MEMBERSHIP LIST

Members

Members of the Equally Ours policy forum are formally members of the charity and play a governance role:

Action on Hearing Loss
 Age UK
 brap
 British Institute of Human Rights
 Children's Rights Alliance for England (CRAE)
 Citizens Advice
 Disability Rights UK
 Discrimination Law Association
 End Violence Against Women Campaign
 Equality Trust
 Fair Play South West
 Fawcett Society
 Friends, Families and Travellers
 Gender Identity Research and Education Society (GIRES)
 Humanists UK
 Law Centres Network
 Maternity Action
 Mind
 National AIDS Trust
 National Alliance of Women's Organisations (NAWO)
 Press for Change
 Race on the Agenda (ROTA)
 Royal National Institute of Blind People
 Runnymede Trust
 Scope

Security Women
Stonewall
Trades Union Congress (TUC)
Traveller Movement
UKREN (UK Race in Europe Network)
UNISON
Women's Budget Group
Women's Resource Centre

Associate members

Amnesty International UK
British Muslims for Secular Democracy
Business Disability Forum
Carers UK
Caritas Social Action Network
Catholic Bishops' Conference of England and Wales
Child Poverty Action Group
Churches Together in Britain and Ireland
Consonant (formerly known as Asylum Aid)
Consortium of LGBT Voluntary and Community Organisations
Employers for Carers
Employers Network for Equality & Inclusion
EqualiTeach
Equal Rights Trust
Faith-based Regeneration Network
GALOP (Gay and Lesbian Policing Project)
HEAR
Inclusion London
Inspire
Joseph Rowntree Foundation
Just Fair
Law Society
Liberty
Migrants' Rights Network
Odysseus Trust
Refugee Council
Rene Cassin
Royal College of Nursing
Stop Funding Hate
Unite the Union
Unlock Democracy
YESS Law
Young Women's Trust

Observers

COMPAS
Equality and Human Rights Commission (EHRC)
Government Equalities Office
Greater London Authority
Independent Police Complaints Commission (IPCC)
Joint Committee on Human Rights of the UK Parliament

JUSTICE

Local Government Association

Macmillan Cancer Support

Ministry of Justice

Ministry of Housing, Communities and Local Government

Office of the Committee for Employment and Social Security, States of Guernsey

Scottish Human Rights Commission (SHRC)

The Office of the Children's Commissioner for England

Unicef

UN Women National Committee UK

Women and Equalities Select Committee

11. REFERENCE AND ADMINISTRATIVE INFORMATION

COMPANY NUMBER 06464749

CHARITY NUMBER 1135357

TRUSTEES AND DIRECTORS Asif Afridi (Deputy CEO, brap), Chair, elected
Sarah Veale CBE, Vice Chair, co-opted
Janet Veitch (Women's Budget Group), Vice Chair, elected
Jean Scott, Treasurer, co-opted
Chris Whitwell, co-opted
Magdelene Davis, co-opted
David Cutler (Director, Baring Foundation), co-opted (until June 2020)
Emily McCarron (AgeUK, elected)
Julie Bishop (Director, Law Centres Network), elected
Sam Smethers (Chief Executive, Fawcett Society) elected (until July 2020)
Dr Wanda Wyporska (Director, The Equality Trust) elected
Sophie Howes (British Institute of Human Rights), elected (until June 2019)
Scarlet Harris (Head of Policy and Campaigns, TUC then Maternity Action) elected (until Oct 2019)
Dr Mike Nussbaum (Trustee, RNIB), elected (until Jan 2020)
Ceri Smith (appointed July 2020)
Clare Moody (appointed July 2020)
Poornima Karunacadacharan (appointed July 2020)

REGISTERED OFFICE Tavis House, 1-6 Tavistock Square
London, WC1H 9NA

INDEPENDENT EXAMINER Heather Wheelhouse (FCA), BDO LLP, 55 Baker Street,
London, W1U 7EU

BANKERS Unity Trust plc, Nine Brindleyplace, 4 Oozells Square
Birmingham, B1 2HB

13. FINANCIAL REVIEW

During 2019/2020 Equally Ours secured income of £366,837, made up of £205,329 for specific projects and £161,508 of unrestricted income. This represents a decrease in total income of £100,900 compared to 2018/19. Expenditure over the year was £401,687, resulting in an overall deficit of £34,850. At the end of 2019/20 the unrestricted funds balance increased to £85,818, whilst the balance of £65,387 on the restricted fund balance has all been committed for expenditure during the forthcoming period.

Reserves Policy

The funds of the charity are held in the accumulated fund for use in line with the objectives of the trust. The trustees have established a policy whereby the unrestricted funds not committed (the free reserves) held by the charity should aim to be three months of planned expenditure. Whilst the free reserves increased by £52,204 to £85,818 this is still marginally below the required level and trustees will continue to review progress regularly.

Risk management

The trustees continue to review the risks facing the charity in particular the difficult funding climate and the challenge of securing sufficient income to cover both core and project costs. The trustees have continued to review and monitor the action plan for addressing the risk.

The Covid-19 pandemic introduces significant uncertainty in connection with core income. There is a significant financial risk but reasonable confidence that this can be managed within the charity reserves, whilst continuing to actively support partners in their work and in their response to the pandemic.

The staff are Equally Ours' main asset. The trustees continue to monitor risks for staff members under the difficult working conditions of Covid-19, and ensure support is in place to prevent or minimise negative impacts.

The trustees reaffirmed that Equally Ours' other main assets are its reputation and relationships and that consequently some of its main risks lie in these areas. Management of these risks is in many cases a matter of style and tone in relationships.

Statement of Trustees' Responsibilities in Relation to the Financial Statements

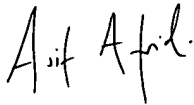
The trustees (who are also the directors of Equally Ours for the purposes of company law) are responsible for preparing the Trustee's Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and the results of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards; and
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'Asif Afridi'.

Asif Afridi, Chair

Date: 12th October 2020

Equally Ours (a company limited by guarantee)

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF EQUALLY OURS

I report to the charity trustees on my examination of the accounts of the Company for the year end 31 March 2020.

This report is made solely to the charity's trustees, as a body, in accordance with Regulation 31 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity's trustees as a body, for my work, for this report, or for the statement I have made.

Responsibilities and basis for 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 confirm that I am qualified to undertake the examination because I am a member of ICAEW, 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:

- accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
- the accounts do not accord with those records; or
- 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
- 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.

Heather Wheelhouse

Heather Wheelhouse ICAEW

Date: 12 October 2020

BDO LLP, 55 Baker Street, London, W1U 7EU

EQUALLY OURS

STATEMENT OF FINANCIAL ACTIVITIES (including THE INCOME AND EXPENDITURE ACCOUNT) FOR YEAR ENDED 31 MARCH 2020

	<u>Notes</u>	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>	<u>Total</u>
		<u>Funds</u>	<u>Funds</u>	<u>this year</u>	<u>Last year</u>
		£	£	£	£
<u>INCOME</u>					
Income from Charitable Activities	3	122,385	205,329	327,714	443,234
Other income		39,123	-	39,123	24,503
<u>TOTAL INCOME</u>		161,508	205,329	366,837	467,737
<u>EXPENDITURE</u>					
Expenditure on Charitable Activities	4-7	109,304	292,383	401,687	385,611
<u>TOTAL EXPENDITURE</u>		109,304	292,383	401,687	385,611
Net movement in Funds		52,204	(87,054)	(34,850)	82,126
Total funds at 1 April 2019		33,614	152,441	186,055	103,929
Total funds at 31 March 2020		85,818	65,387	151,205	186,055

The statement of financial activities includes all gains and losses recognised in the year. All incoming resources and resources expended derive from continuing activities. The notes on pages 29 to 37 form part of these financial statements.

EQUALLY OURS

BALANCE SHEET AS AT 31 MARCH 2020

	Note	Total this year £	Total last year £
<u>CURRENT ASSETS</u>			
Debtor	7	48,835	3,800
Cash at bank and in hand		188,336	250,329
		237,171	254,129
<u>CREDITORS</u>			
Amounts falling due within one year	8	85,966	68,074
<u>TOTAL NET ASSETS</u>		151,205	186,055
<u>FUNDS</u>			
Unrestricted Funds		85,818	33,614
Restricted Funds		65,387	152,441
		151,205	186,055

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2020.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2020 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 the financial year and of its surplus and 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 financial statements have been prepared in accordance with the provisions of Part 15 of the Companies Act 2006 relating to small companies.

EQUALLY OURS

BALANCE SHEET AS AT 31 MARCH 2020 (CONTINUED)

These financial statements were approved by the Trustees on 12.10.2020 and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'Asif Afridi'.

**Asif Afridi, Chair
Trustee**

Company registration number: 06464749

The notes on pages 29 to 37 form part of these financial statements.

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.20

1 ACCOUNTING POLICIES

General information

Equally Ours is a registered charity, number 1135357, and a charitable company limited by guarantee, number 06464749, incorporated in England and Wales. The address of its registered office is Tavis House, 1-6 Tavistock Square, London, WC1H 9NA.

Basis of Accounts

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with 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 (FRS102) (effective 1 January 2019) – (Charities SORP(FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

The financial statements are prepared in pound sterling (£) and the figures are rounded to the nearest £.

Equally Ours constitutes a public benefit entity as defined by FRS 102.

At the time of approving the accounts, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The trustees believe that whilst there is uncertainty, this does not pose a material uncertainty on the charity's ability to continue as a going concern. The trustees therefore believe that it is appropriate to prepare the accounts on a going concern basis.

At the end of September 2020, the charity had approximately £190,000 of cash available. The trustees have prepared a forecast which confirms that with the grant income already secured, the charity is able to meet liabilities as they fall due for at least another 12 months from the date of approval of the financial statements.

Company status

The charitable company is a company limited by guarantee. The members of the company are the Trustees named on page 22. In the event of the charitable company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

Incoming Resources

Income is recognised in the period in which the fund is entitled to receipt, it is probable that the income will be received and the amount can be measured with reasonable certainty.

Donated Services and Facilities

Donated services and facilities are recognised as income when any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. On receipt, donated services and facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Resources Expended

Expenditure is included on an accruals basis. Expenditure is allocated directly to the activity which it relates including support costs which can be identified as being an integral part of direct charitable expenditure.

Operating leases

Rentals applicable to operating leases are charged to the Statement of Financial Activity over the period in which the cost is incurred.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Fund Accounting

Unrestricted Funds - These are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

Restricted Funds - These are funds that can only be used for particular restricted purposes within the objects of the charity.

Pension

Contributions to the charity's defined contribution pension scheme are charged to the statement of financial activities account in the year in which they become payable. The assets of the scheme are held separately from those of the charity in an independently administered fund.

Significant judgments and estimates

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

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised 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 were no judgment or material estimation uncertainties affecting the reported financial performance in the current or prior year.

2 TRUSTEES' REMUNERATION

No trustee has received any remuneration during the year (2019 £nil). See Note 5 for trustee expenses.

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.20

3 <u>UNRESTRICTED INCOME from</u>	This year	Last year
<u>Charitable Activities</u>	£	£
Joseph Rowntree Charitable Trust	45,000	45,000
John Ellerman Foundation	35,000	-
Advent for Change Calendar	2,385	-
Esmee Fairbairn Foundation	40,000	20,000
	<hr/>	<hr/>
	122,385	65,000
	<hr/>	<hr/>

RESTRICTED INCOME

Barrow Cadbury Trust	36,500	43,000
EHRC	-	39,240
Joseph Rowntree Charitable Trust	7,320	23,720
Comic Relief	5,232	5,814
Baring Foundation	-	41,818
Access Foundation Enterprise	39,286	-
Global Dialogue	10,200	23,800
Emergence Foundation	24,246	-
OAK	-	20,000
Open Society Foundations	-	21,382
Aziz Foundation	2,000	4,000
Trust for London	16,750	72,000
The Legal Education Foundation	57,295	11,460
Paul Hamlyn Foundation	-	60,000
Dartington Hall Trust	-	5,200
Media Trust	6,500	6,800
	<hr/>	<hr/>
	205,329	378,234
	<hr/>	<hr/>

OTHER INCOME

Speaker fees, membership, donations, training, etc.	39,123	24,503
	<hr/>	<hr/>

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.20

4 ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

	Unrestricted	Restricted	This Year	Last Year
	£	£	£	£
Salaries	46,415	219,211	265,626	240,784
Agency staff	4,192	-	4,192	15,085
General office costs	11,604	206	11,810	9,165
Audit fees	2,207	-	2,207	1,675
Insurance	939	-	939	712
Service charge & rent	6,984	-	6,984	7,380
events venues & related costs	253	5,079	5,332	8,723
film	-	-	-	29,667
Research & publications	-	5,536	5,536	26,992
Campaigning	30,000	42,495	72,495	-
Web site	3,345	504	3,849	4,692
Consultancy	600	16,364	16,964	35,412
Travel & subsistence	1,165	2,988	4,153	5,324
bad debt provision	1,600	-	1,600	0
	<u>109,304</u>	<u>292,383</u>	<u>401,687</u>	<u>385,611</u>

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.20

5 EXPENSES AND FEES

5.1 Trustees expenses

	This year	Last year
Number of trustees who were paid expenses	2	2
Nature of the expense	Travel	Travel
Total amount paid	£740	£1,214

5.2 Fees for examination of accounts

	This year £	Last year £
Independent examination	2,207	1,675
Total amount paid	2,207	1,675

6 STAFF

6.1 Staff costs

	This year £	Last year £
Gross wages, salaries and benefits in kind	230,836	210,770
Employer's National Insurance costs	18,653	16,714
Pension Costs	16,137	13,300
Total amount paid	265,626	240,784

No staff member earned more than £60,000 during the year (2019 £Nil).

6.2 Average number of full-time equivalent employees in the year

Key management personnel included the Trustees none of whom received any remuneration, and the Chief Executive for whom the total amount of staff benefit was £50,734.

	This year	Last year
Average number of staff	7.5	4.8
Average number of fte staff	5.9	5.6

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.20

7 DEBTORS

Analysis of debtors	Amounts falling due within one year	
	This year £	Last year £
Accounts receivable	48,835	3,800
Total	48,835	3,800

8 CREDITORS AND ACCRUALS

Analysis of creditors	Amounts falling due within one year	
	This year	Last year
	£	£
Accounts Payable	4,288	384
PAYE & Pension creditor	47,668	46,015
Accruals	2,760	1,675
Deferred income	31,250	20,000
Total	85,966	68,074

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.20

9.1 FUNDS HELD

Funder	Purpose
Barrow Cadbury Trust	Grant funding towards Chief Executive's salary
Joseph Rowntree Charitable Trust	Contribution towards core costs of Equally Ours
Trust for London	Communications for Change strategic communications capacity building programme
Esmée Fairbairn Foundation	Contribution towards core costs of Equally Ours
Baring Foundation	Grant funding to use equality and human rights law to improve public services (Framework project)
Global Dialogue	Grant funding – Human rights campaign
Aziz Foundation	Grant funding - Co-ordinating to combat hate crime
Comic Relief	Core funding
Emergence Foundation	Grant funding
John Ellerman Foundation	Core funding
Media Trust (City Bridge Trust)	Grant funding - Stronger Voices project
Barrow Cadbury Trust	Race Equality Funders Alliance
Joseph Rowntree Charitable Trust	Grant funding - Influencing EU funding after Brexit
Legal Education Foundation	Grant funding - Protecting Rights
Paul Hamlyn Foundation	Grant funding - Human rights campaign

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.20

9.2 MOVEMENT OF RESTRICTED FUNDS

	Fund balances brought forward	Incoming Resources	Resources expended	Fund balances carried forward
Barrow Cadbury Trust (1)	7,837	14,000	21,837	-
Trust for London	36,337	16,750	39,491	13,596
Baring Foundation	28,037	-	28,037	-
Access	-	39,286	15,720	23,566
Aziz Foundation	-	2,000	2,000	-
Centre for Aging	-	-	12,386	(12,386)
Emergence Foundation	-	24,246	6,839	17,407
Comic Relief	1,963	5,232	4,114	3,081
Media Trust	356	6,500	6,856	-
Global Dialogue	(2,867)	10,200	7,333	-
Joseph Rowntree Charitable Trust	5,976	7,320	13,296	-
Legal Education Foundation	2,609	57,295	45,138	14,766
Paul Hamlyn	56,000	-	56,000	-
Barrow Cadbury Trust (2)	16,193	22,500	33,336	5,357
Total funds	152,441	205,329	292,383	65,387

In respect of the Centre or Aging fund in deficit, there is a reasonable expectation that funds will be received to cover the shortfall post year end.

EQUALLY OURS NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31.3.20

10 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	<u>Unrestricted Funds</u> £	<u>Restricted funds</u> £	<u>2020 Total</u> £
Current Assets	171,784	65,387	237,171
Current Liabilities	(85,966)		(85,966)
Total	85,818	65,387	151,205

	<u>Unrestricted Funds</u> £	<u>Restricted funds</u> £	<u>2019 Total</u> £
Current Assets	101,688	152,441	254,129
Current Liabilities	(68,074)	-	(68,074)
Total	33,614	152,441	186,055

11 RELATED PARTY TRANSACTIONS

There have been no related party transactions in the year.