The Equality Trust
Annual Report 2018
The Board of Trustees are pleased to present their annual report and accounts for the year ended 31st December 2018.

The Board of Trustees are satisfied with the performance of the charity during the year and the position at 31st December 2018 and consider that the charity is in a strong position to continue its activities during the coming year, and that the charity's assets are adequate to fulfil its obligations. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Reference and Administrative Information

Full legal name of charity: The Equality Trust
Charity Registration Number: 1161545
Company Registration Number: 6084965

Registered Office and operational address:
Resource for London, 356 Holloway Road, London, N7 6PA

Trustees

The Trustees who served during the year were:

Sean Baine - resigned 23 May 2019
Professor Kate Pickett (Chair)
Professor Richard Wilkinson - resigned 23 May 2019
Tom Powdrill - resigned 12 March 2019
Judith Moran
Zoe Williams - resigned 15 May 2018
Elizabeth Mann (Treasurer) - resigned 31 October 2018
George Weyman - appointed 23 May 2019
Loveday Shewell (Treasurer) - appointed 23 May 2019
Dr. Frances Darlington-Pollock - appointed 23 May 2019

Executive Director and Secretary: Dr. Wanda Wyporska
Secretary: Bill Kerry - resigned 14th June 2019
Independent Examiner
Mary Wallbank
Charity Management Services
18 Park Road
Chandlers Ford
Eastleigh
Hampshire SO53 2EU

Bankers
Unity Trust Bank Plc
Nine Brindley Place
Birmingham B1 2HB

CAF Bank Ltd
25 Kings Hill Ave, Kings Hill
West Malling, Kent ME19 4JQ

Cambridge & Counties Bank
Charnwood Court, New Walk
Leicester
LE1 6TE

Ecology Building Society
7 Belton Road, Silsden
Keighley, West Yorkshire
BD20 0EE

Funders and Supporters
We are extremely grateful to all our funders, our many individual donors, and to those who support us with time, donated services and expertise.

Network for Social Change
Tudor Trust
Christian Aid
Barrow Cadbury Trust
Friends Provident Foundation
Trust for London
HT&LB Cadbury Charitable Trust

Consult and Design International Ltd
Four Acre Trust
Google for Work
Slack Communications
Rainbow Pie
iNet Telecoms Ltd
LeaveWizard Ltd
Trustees’ Report

2018 was a decisive year for The Equality Trust. Our previous two years’ hard work on the transition in emphasis from research to activism started to reap rewards - both in recognition of our unique place in the civil society landscape and with a diversification of our funding streams. We have started 2019 in a strong position to truly amplify and represent grassroots voices through a variety of projects that tackle systemic socio-economic inequality in the UK through individual, local, national and international action.

In 2018 we successfully piloted our impactful work with Young Equality Campaigners (funded by individual supporters and Four Acre Trust via The Big Give), embarked on a project to bolster our schools resources (funded by Network for Social Change) and we are now (in 2019) equipped with the staff and resources to refresh our approach to our local groups and reinvigorate our speaker network (funded nationally in 2019 by Barrow Cadbury Trust, with London-focused work funded by Trust for London). These projects are a step towards our goal of embedding knowledge about the drivers and impacts of socio-economic inequality in the education of UK citizens, ensuring they are equipped with counter arguments to the prevailing narratives that serve to uphold the status quo, backed up by the capacity and resources to design and take impactful actions to tackle inequality.

2018 also saw us start a project to implement our strategy to influence corporate governance by increasing transparency on, and action to reduce gross pay inequalities through our Fair Pay Campaign (funded by Friends Provident Foundation), strive to influence national policy through our role as co-secretariat of the All Party Parliamentary Group on Poverty (funded by Barrow Cadbury), and work with an international coalition to highlight how public-private partnerships increase inequality, as part of Citizens for Financial Justice (funded by Christian Aid). Our local groups continued to bring inequality to the fore during local elections, and our longer running campaign with Just Fair to commence and enforce Section 1 of the Equality Act 2010 (Socio-Economic Duty), galvanised 223 activists to contact their MP about inequality - demonstrating public appetite for change. We are also a research into practice theme lead on the million pound Closing the Gap Network (funded by UKRI) ensuring that research findings on social determinants of inequalities for those diagnosed with severe mental illness reach practitioners.

Throughout 2018 we have bolstered our position as the front of mind organisation on socio-economic inequality and we were recognised by The Elders in light of our work who named us a ‘Spark of Hope’ in continuing Nelson Mandela’s long walk to freedom. Our Executive Director, Dr. Wanda Wyporska, featured in a wide variety of media throughout the year including The Guardian, Talk Radio, Huffington Post, Reuters, BBC 1’s The Big Questions, Sky News, and IPS Journal. Dr. Wyporska also delivered a compelling TEDx talk on the myth of social mobility and spoke at events across the UK and Europe, reaching hundreds of participants with the message that inequality is not inevitable. This included children and young people at schools and universities, small grassroots campaigning groups, trade unions, professional associations and politicians, alongside reaching new audiences at festivals including Women of the World, York Festival of Ideas and Tolpuddle. This demonstrates that TET has cemented its position as a unique voice, disrupting the prevailing narratives and persistently growing the movement to fight inequality in the UK.
We have also faced challenges, particularly around staffing levels, including operating with 2.2 FTE staff until the end of June 2018, as well as unanticipated changes to project staffing in the last quarter of 2018. We are now a team of 5.6 FTE staff (including one part-time member of staff), and we intend to grow further in 2019. This extra capacity will enable project staff to focus on delivering effective interventions that support our contribution to the movement to fight inequality in the UK - as well as enabling us to invest time into improving impact reporting and other systems, essential for a charity to run efficiently.

Our funding mix has changed significantly over the year as we have successfully attracted significant amounts of multi-year project funding, as well as increasing our restricted crowdfunding income. This demonstrates that our new approach to tackling socio-economic inequality has a wide appeal and that we are seen as the organisation in the UK to build the movement in the years ahead.

Professor Kate Pickett, Chair of Trustees, The Equality Trust
Our Vision

The Equality Trust campaigns to improve the quality of life in the UK by reducing economic and social inequality. We wish to see a fairer and more equal society in the UK, based on a sustainable economy, where everyone is able to flourish to the fullest extent possible, and:

- enjoy good mental and physical health, low levels of stress, and access to healthy lifestyles
- realise their aspirations, and choose work and ways of living they find meaningful and fulfilling, regardless of their backgrounds
- receive financial rewards that reflect effort and talent
- benefit from a strong and stable economy
- feel safe and secure
- feel involved in the political decisions that affect their lives and have an equal say in the future of their society.

Our Objectives

The Equality Trust’s objects, as laid down in its Memorandum and Articles of Association are:

1. To advance education, particularly education of the public through undertaking and/or promoting research into the scale, development, causes and effects of socio-economic inequality and means to reduce socio-economic inequality, publishing or procuring the publication of the useful results of such research;
2. To relieve poverty, including through the relief of social and economic need and disadvantage related, in whole or part, to socio-economic inequality;
3. To advance health, in particular through identifying and addressing physical and mental health issues arising, in whole or part, from socio-economic inequality.
4. To promote equality and diversity, in particular socio-economic equality and diversity within socio-economic groups.
5. To promote sustainable development for the benefit of the public (sustainable development being development which meets the needs of the present without compromising the ability of future generations to meet their own needs).

The central aim of The Equality Trust, and the vision that shapes our activity, is the improvement in quality of life in the UK through the reduction of economic and social inequality. Our work is based on a substantial and developing body of research evidence that reducing inequality has significant public benefit, through enhanced health and social outcomes that improve the quality of life of all.

In shaping our objectives for the year and planning our activities, the Trustees have given careful consideration to the Charity Commission’s guidance on public benefit.
The Trustees do not identify any potential detriment or harm arising from the activities of The Equality Trust.

**Our Strategy**

In keeping with our role as a national campaigning organisation, The Equality Trust has produced a detailed Theory of Change which can be summarized as follows:

<table>
<thead>
<tr>
<th>Problem</th>
<th>The level of economic and social inequality in the UK is amongst the highest in the developed world and this is bad for everyone.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>Barriers</td>
<td>Lack of public knowledge about the scale of inequality and lack of political will.</td>
</tr>
<tr>
<td></td>
<td>Social norms and entrenched narratives hindering progress.</td>
</tr>
<tr>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>Interventions</td>
<td>See the Our Work section below and the Three C's which are designed to promote the necessary social consensus needed to effect change</td>
</tr>
<tr>
<td>Outputs</td>
<td>UK public and decision-makers recognize the problem of inequality and feel empowered to take action thereby shifting narratives and norms.</td>
</tr>
<tr>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>Outcomes</td>
<td>Shift in power relations as wealth and income become more evenly distributed. Inequality reduction is a central mission of government.</td>
</tr>
<tr>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>Impacts</td>
<td>Reduced material differences lead to reduced social distances resulting in an improved quality of life for everyone in the UK</td>
</tr>
<tr>
<td></td>
<td>✗</td>
</tr>
<tr>
<td>Super Impacts</td>
<td>UK economy and society is democratic and sustainable and achieves Sustainable Development Goals, particularly No.10 relating to inequality.</td>
</tr>
</tbody>
</table>

Our strategy and operations are aligned with this theory of change and are flexed as required in response to changing circumstances and opportunities.
Our Work

Our work is summarised as follows on our website in a What We Do statement:

**We Campaign** for changes that will have significant impact in reducing inequality and advocate a range of policies that can reduce inequality at national, local and individual level.

**We Catalyse** the work of the public by informing individuals and local groups about the damage inequality does and then support and empower them to take action to address it.

**We Co-operate** with organisations and groups from across our society including businesses, trade unions, charities and others to prioritise inequality reduction.
The Equality Trust in 2018

Our work in 2018 saw us increasingly come to focus on using the levers of **People Power, Political Power** and **Economic Power** to advance the case for improving the quality of life, in the UK and beyond, by reducing economic and social inequality. It was pleasing that our 2018 Supporter Survey, carried out in December, confirmed a high level of satisfaction with, and goodwill towards, our work:

> "The Trust is an invaluable resource. It provides well-explained research findings and helps me keep up to date on the issue."

> "I felt inequality was wrong. You have shown it is harmful."

> "The work is evidence based, logical, rational and unanswerable in its conclusions."

> "Values like social, environmental justice and compassion are important to me, but more than this, the work of The Equality Trust helps to illustrate the inter-relationships between what we value and what choices we make at an individual level as well as joining the dots between political actions and choices made for us. It helps to make sense of things!"

> "I support the work of The Equality Trust because in the apparent darkness someone has to shine a light."

**PEOPLE POWER**
Organise, mobilise, support, empower, educate, speak to power.

**Global action**
- We established our position as the UK and European conveners of the **Fight Inequality Alliance** during [Davos week](#) with our Executive Director commenting on global wealth inequality and the growing global, grassroots mobilisation against inequality in [The Guardian](#) and [The Independent](#).
- Our work was recognised by [The Elders’ project](#) #WalkTogether when they named us as [A Spark of Hope](#) in the continuing Nelson Mandela’s long walk to freedom.
- [Our Executive Director](#) shared a stage with [global leaders](#) at the LSE in speaking passionately about the [importance of grassroots movements](#) in the fight against inequality.
- Our Executive Director spoke at the international [Xynteo Exchange](#) addressing the urgent need for a better social contract in tackling socio-economic inequality in Europe and gave a plenary speech on diverse leadership.
Young people's programme

- Embarked on our Schools Resources programme, working with Dr Neil Herrington to run focus groups with trainee teachers at the University of East London looking towards the development of teaching resources in 2019.
- Engaged over 100 children and young people in our first Young Equality Campaigners pilot.
- Raised over £35,000 by taking part in The Big Give Christmas Challenge 2018, enabling us to devote more resources to the strategic development of our work with young people in 2019.

Local Groups and activists

- Supported approximately 25 local groups - an increase of 11 from 2017 - mobilising hundreds of activists across the UK to tackle inequality in their local areas and take part in our national campaigns. Examples of impact include:
  - South Wales Equality Group: contributed to a Welsh Senedd committee hearing, the result of which was a recommendation to adopt the Socio-Economic Duty in Wales.
  - Equality North Somerset: held a local Poverty Hearing with the Bishop of Taunton in July 2018 which heard directly from those affected. The group is now exploring the possibility of a local Fairness Commission.
  - Equality Bristol: This group has lobbied Bristol Council for years to adopt the real Living Wage and this paid off in 2018 with the council becoming accredited by the Living Wage Foundation.

Events

- Launch of The Inner Level, the new book from our co-founders and trustees Profs Kate Pickett and Richard Wilkinson
- Local groups and activists day, including a ‘teach in’ on the findings of ‘The Inner Level’ by Profs Pickett and Wilkinson.
- The second annual Richard Wilkinson lecture, delivered by Professor Kate Pickett
POLITICAL POWER:
Sustained national and local campaigns for inequality reducing measures, build political will and lobby for change alongside partners, encourage politicians to talk about inequality reduction.

Socio-Economic Duty
- Continued our joint campaign with Just Fair, #1forEquality included an action to support Harriet Harman's Early Day Motion on the commencement of the Socio-Economic Duty. This resulted in over 200 messages being sent to MPs via our website, with 82 MPs currently supporting the measure.
- The UN Committee for the Elimination of Discrimination Against Women has recently recommended that the UK government commence the Socio-Economic Duty.

All Party Parliamentary Group on Poverty
- As co-secretariat of the APPG on Poverty, we played a key role in undertaking the inquiry into the ‘Poverty Premium’.
- This amplified the voices of those living with in poverty with the intention of raising awareness among parliamentarians and positively influencing public policy.

Electoral work
- We effectively engaged hundreds of activists in encouraging council candidates to commit to the ‘Fairness Four’ – simple asks to improve the quality of life in our local areas.
- We built upon the success of our Manifesto for a Fairer Society, by releasing three new manifests in 2018. We distributed over 1000 of these via local groups and activists across the country, as well as at events.

ECONOMIC POWER
Sustained campaigns for corporate governance reform and pay transparency, raise awareness of the scale and impacts of inequality in the UK, provide data analysis and research translation to decision makers and practitioners on the drivers and impacts of socio-economic inequality in their specialist area.

Pay ratios
- We again highlighted gross pay inequality with our annual Fat Cat Day coverage on 4th January 2018 - the day when the average CEO earned the median annual salary. Our comment appeared in the Daily Mirror and TalkRadio - criticising a system in which teachers and nurses visit food banks to supplement their pay, whilst FTSE 100 CEOs earn a median salary of £3.45m per year.
- Dr Wyporska featured in the Huffington Post highlighting the class pay gap.
- Building on our track record of demanding pay transparency, we embarked upon our Fair Pay Campaign in October 2018, with an interim report due in Spring 2019.
- Legislation requiring pay disclosures was enacted for commencement in January 2019.
Economic democracy
- We launched our Ownership Charter, given the strong evidence between reduction in inequality and an increase in economic democracy which approximately 400 people have signed.
- This has a wide appeal across political parties, and we plan to develop this to influence the debate on the way forward for the UK economy.

Poverty/low pay
- As part of our role as the co-secretariat of the All Party Parliamentary Group on Poverty, we collated extensive resources demonstrating the impact of the Poverty Premium in the UK, with the goal of developing strategies to eradicate it.
- We were key in gathering written submissions and organising evidence sessions.
- Our comment on Universal Basic Income was featured in ShortList.

Wealth
- We took a fresh approach to our annual Wealth Tracker, with our analysis demonstrating that the richest 1000 people in the UK increased their wealth by £274bn between 2013-2018, which received coverage in The Mirror and The London Economic.

Consultation submissions in 2018
- House of Lords Select Committee on Citizenship and Civic Engagement
- IPPR’s consultation on wealth and ownership as part of their Commission on Economic Justice
- Progressive Economics Group re Labour Party policy
- APPG on Social Integration’s Inquiry into Intergenerational Connection
- Financial Reporting Council consultation on Wates Governance Principles
- UN Special Rapporteur on Extreme Poverty and Human Rights
- Work and Pensions Select Committee

New and continuing alliances in 2018
- We are the UK and European convener of the global Fight Inequality Alliance.
- Co-secretariat (with the Child Action Poverty Group) for the All-Party Parliamentary Group on Poverty.
- Knowledge Partners with the University of York for Closing The Gap - a four-year research study aimed at better understanding, and reducing, the profound health inequalities experienced by people diagnosed with severe mental illness (funded by UK Research and Innovation).
- Dr Wyporska was a Commissioner on the National Union of Students’ Poverty Commission, a trustee of the Equality & Diversity Forum, Schools OUT UK, and a member of the Sheila McKechnie Social Change Advisory Group, The Institute of Environmental Management and Assessment Diversity Panel, and the UK Stakeholders for Sustainable Development steering group.
- The Equality Trust is a member of the Green Economy Coalition.
- The Equality Trust is working with UNISON and a number of trade unions.
- We also run an affiliate programme for organisations that want to work closely with us on understanding and tackling inequality.
Key organisational changes in 2018-2019

During the first half of 2018, The Equality Trust was run by three staff members, two of whom were part-time. We were able to recruit a part-time Campaigns Assistant, now a full-time Campaigns Officer, in June 2018. We also started work on our Fair Pay Campaign (funded by Friends Provident Foundation), contracting a temporary staff member prior to appointing our new Fair Pay Campaign Coordinator joining the team in January 2019. We have recently appointed a Campaigns and Administrative Assistant (March 2019), and a Local Groups Organiser, (May 2019).
Structure, Governance and Management

Governing Document

The organisation is constituted as a company limited by guarantee (Company No. 6084965) and was incorporated on 6th February 2007. The company was granted charitable status on 6th May 2015 (Charity No. 1161545).

The company was established under a Memorandum of Association which established the objects and powers of the company and it is governed under its Articles of Association (as amended on becoming a charity).

The Board

The Board meets four times a year. During the course of the year the Board continued looking at financial management, risk assessment and staffing issues; as well as planning strategically to ensure The Equality Trust's work would meet the organisation's objects.

Trustee Expenses

All Trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 5 to the accounts.

Recruitment and appointment of Trustees

At the beginning of 2018, The Equality Trust had seven Trustees with a broad range of skills and expertise, including in the areas of charity operations, communications, management and academic research. Two Trustees resigned during the year, with a further three resigning in 2019. Professor Richard Wilkinson, one of our co-founders, will become our first Patron during 2019. We have recruited three trustees, appointed in May 2019, and are proactively searching for Trustees who will complement the skills that already exist in the organisation.

As set out in the Memorandum and Articles of Association, any person who is willing to become a Trustee, and who is not disqualified, can be appointed by the Board. Trustees contribute their services voluntarily.

In order to ensure fairness and transparency in recruitment, we advertise Trustee vacancies widely and invite applications from the general public. The selection of new Trustees is presided over by at least three relevant Trustees and staff, with at least one staff member involved in the process.
The Charity Governance Code

The Equality Trust’s governance policies and procedures are informed by the Charity Governance Code as it applies to smaller charities. The charity recognises that the code is a tool for continuous improvement and will seek to apply its principles to the furthest extent possible.

Induction and training of Trustees

New Trustees undergo an orientation day, to include meeting with the Executive Director and all staff, as well as other Trustees as appropriate. Trustees participate in training as required and attend Equality Trust events as appropriate.

Organisational Structure

Day to day responsibility for the actions of the charity rests with the Executive Director. The Executive Director is responsible for ensuring that the charity delivers against its objects. The Executive Director provides individual supervision of the staff team and also ensures that the team continue to develop their skills and working practices in line with good practice.

Risk Management

Staff and Trustees have conducted a review of the major risks to which the charity is exposed. A risk register has been established and is updated before each Board meeting. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Internal financial control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors to The Equality Trust.
Financial Review

Principal Funding Sources

We are hugely grateful to Tudor Trust, who renewed their funding commitment to us, continuing to support us with general operating funds from 2018 through to 2020. We are also delighted that we were able to attract project funding from Barrow Cadbury, Network for Social Change, Friends Provident Foundation, Christian Aid and Trust for London.

Alongside grant funding, our supporters have contributed significantly in 2018 - in particular donating over £35,000 in one week to our crowdfunder for our projects with young people. We would like to thank all our individual donors for providing this crucial financial support for our work.

Reserves Policy

The Trustees have examined the charity’s requirements for reserves in light of the main risks to the organisation. Trustees are committed to generating sufficient reserves to support current organisational activities to meet the following requirements:

- Safeguarding the charity’s service commitment in the event of delays in receipt of grants or other income.
- Providing a financial cushion against risk and future uncertainties.
- Resourcing the research and development of services and initiatives.

To this end, the Trustees have established a reserves policy that is reviewed annually to ensure that the appropriate levels of reserves are maintained. However, the Trustees are aware of the view that reserves should not be set too high, tying up funds which could and should be spent on charitable activities. In line with its duties, the organisation aims to hold unrestricted reserves, excluding those tied up in tangible fixed assets, amounting to approximately £40,000. This is to minimise any disruption, and to ensure the organisation’s continued financial viability, should any unexpected delay to income (receipts) occur. Given timing differentials between income and expenditure, fluctuations in the total amount of reserves are common.

The total unrestricted funds at year-end were £76,170. This exceeds the organisation’s reserves policy, and has been reviewed by Trustees. The excess is considered reasonable and reflects funds received that are committed to near term operational expenditure and planned increase in activity and staffing.
Transactions and Financial Position

The financial statements have been prepared implementing the 2015 Revision of the Statement of Recommended Practice for Accounting and Reporting by Charities issued by the Charity Commission for England and Wales (effective 1st January 2015) and in accordance with the Financial Reporting Standard 102 (effective January 2015). The Trustees consider the financial performance by the charity during the year to have been satisfactory.


The total reserves at the year-end stand at £168,044, including restricted reserves of £91,874 (2017: £174,568 including £25,138 restricted.)

Related parties transactions

There were no related parties transactions in 2018.

Availability and adequacy of assets of each of the funds

The Board of Trustees is satisfied that the charity’s assets in each fund are available and adequate to fulfil its obligations in respect of each fund.

The investment policy and objectives

The investment objective for short term reserves is to preserve the capital value with a minimum level of risk. All funds are to be invested in line with its charitable aims. The Trustees have opted not to adopt an exclusionary investment policy, but individual investments may be excluded if perceived to conflict with The Equality Trust’s purpose.
Statement of Directors' and Trustees' Responsibilities

The Charities Act and the Companies Act require the Board of Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity as at the end of the financial year and of the surplus or deficit of the charity. In preparing those financial statements the Board is required to:-

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.

The Trustees are also responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which are sufficient to show and explain the charity's transactions and enable them to ensure that the financial statements comply with the Companies Act 2006 and comply with regulations made under the Charities Act. 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.

The Trustees are also responsible for the contents of the Trustees' report, and the responsibility of the Independent Examiner in relation to the Trustees' report is limited to examining the report and ensuring that, on the face of the report, there are no inconsistencies with the figures disclosed in the financial statements.

Small company special provisions

This report of the Board of Trustees has been prepared taking advantage of the small companies' exemption of section 415A of the Companies Act 2006. It was approved, and authorised for issue by the Board of Trustees on 18/09/2019 2019 and signed on its behalf by:


Professor Kate Pickett, Chair of the Board of Trustees
Support The Equality Trust

Our campaign is increasingly reliant on the donations of money and time from our wonderful supporters and there are many ways you can help to support our work.

Donate to The Equality Trust:  
https://www.equalitytrust.org.uk/support-us

Affiliate your organisation to us:  
https://www.equalitytrust.org.uk/affiliate-us

Join an affiliated group:  
https://www.equalitytrust.org.uk/act-now

Sign up to our newsletter:  
https://www.equalitytrust.org.uk/sign-our-newsletter

Join the 24,000+ following us on Twitter @equalitytrust
Join our 11,000+ fans on Facebook
Follow us on Instagram @theequalitytrust
Visit our websites: equalitytrust.org.uk and everydayinequality.org.uk

Or if you would like to offer support us in another way, such as through offering pro bono work or services please contact us at info@equalitytrust.org.uk
INDEPENDENT EXAMINER’S REPORT TO THE TRUSTEES OF

The Equality Trust

I report on the financial statements of the charity for the year ended 31 December 2018, which comprise the following Statement of Financial Activities, Balance Sheet and supporting notes.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the financial statements. The trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed. I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

It is my responsibility to:

- examine the financial statements under Section 145 of the Charities Act;
- follow the procedures laid down in the General Directions given by the Charity Commissioners under Section 145(5)(b) of the Charities Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner’s statement

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the financial statements presented with those records. It also includes consideration of any unusual items or disclosures in the financial statements, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the financial statements present a “true and fair view” and the report is limited to those matters set out in the statement below.

Independent examiner’s statement

In connection with my examination, no matter has come to my attention to indicate:

a) accounting records have not been kept in accordance with section 386 of the Companies Act 2006;
b) the accounts do not accord with such records;
c) that they fail to comply with the relevant accounting requirements under section 396 of the Companies Act 2006 or are not consistent with the Charities SORP (FRS102);
d) any matter which the examiner believes should be drawn to the attention of the reader to gain a proper understanding of the financial statements.

Mary Wallbank DChA, FCA, FCIE
Charity Management Services
18 Park Road
Chandlers Ford
Eastleigh
Hampshire
SO53 2EU

Date: 20th September 2019
The Equality Trust

STATEMENT OF FINANCIAL ACTIVITIES (incorporating Income and Expenditure account)
FOR THE YEAR ENDED 31 DECEMBER 2018

<table>
<thead>
<tr>
<th>Note</th>
<th>Unrestricted Funds 2018</th>
<th>Restricted Funds 2018</th>
<th>Total 2018</th>
<th>Unrestricted Funds 2017</th>
<th>Restricted Funds 2017</th>
<th>Total 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Income</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Donations and grants</td>
<td>105,516</td>
<td>114,142</td>
<td>219,658</td>
<td>193,711</td>
<td>25,705</td>
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<td>Charitable activity sales</td>
<td>9,452</td>
<td>-</td>
<td>9,452</td>
<td>1,555</td>
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<td>1,555</td>
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<tr>
<td>Other trading activities</td>
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<td>-</td>
<td>101</td>
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<tr>
<td>Investments: Bank interest</td>
<td>423</td>
<td>-</td>
<td>423</td>
<td>401</td>
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<td>Total Income</td>
<td>115,391</td>
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<td>229,533</td>
<td>195,768</td>
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<td>Expenditure</td>
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<td>Raising funds</td>
<td>12,866</td>
<td>500</td>
<td>13,366</td>
<td>2,832</td>
<td>567</td>
<td>3,399</td>
</tr>
<tr>
<td>Charitable Activities</td>
<td>175,786</td>
<td>46,906</td>
<td>222,692</td>
<td>215,713</td>
<td>2,444</td>
<td>218,157</td>
</tr>
<tr>
<td>Total Expenditure</td>
<td>188,652</td>
<td>47,406</td>
<td>236,058</td>
<td>218,545</td>
<td>3,011</td>
<td>221,557</td>
</tr>
<tr>
<td>Net income/(expenditure)</td>
<td>(73,261)</td>
<td>66,736</td>
<td>(6,525)</td>
<td>(22,777)</td>
<td>22,694</td>
<td>(84)</td>
</tr>
<tr>
<td>Transfers between funds</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Net movement in funds</td>
<td>(73,261)</td>
<td>66,736</td>
<td>(6,525)</td>
<td>(22,777)</td>
<td>22,694</td>
<td>(84)</td>
</tr>
<tr>
<td>Total funds brought forward</td>
<td>149,431</td>
<td>25,138</td>
<td>174,568</td>
<td>172,207</td>
<td>2,444</td>
<td>174,651</td>
</tr>
<tr>
<td>Total funds carried forward</td>
<td>76,170</td>
<td>91,874</td>
<td>168,044</td>
<td>149,430</td>
<td>25,138</td>
<td>174,568</td>
</tr>
</tbody>
</table>

There are no recognised gains and losses other than those passing through the income and expenditure account. All income and expenditure is in respect of the charitable company’s continuing activities.
# The Equality Trust

## BALANCE SHEET AS AT 31 DECEMBER 2018

<table>
<thead>
<tr>
<th>Note</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td><strong>Current Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investments</td>
<td>6</td>
<td>12,340</td>
</tr>
<tr>
<td>Stock</td>
<td></td>
<td>1,198</td>
</tr>
<tr>
<td>Debtors</td>
<td>7</td>
<td>53,972</td>
</tr>
<tr>
<td>Bank and Cash</td>
<td></td>
<td>128,643</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td>196,153</td>
</tr>
</tbody>
</table>

**Creditors: amounts due within one year**

| Creditors | 8 | (28,109) | (11,915) |

**Net Current Assets** | 168,044 | 174,568 |

**Total Net Assets** | **168,044** | **174,568** |

**Represented by:**

| Restricted Funds | 9 | 91,874 | 25,138 |
| Unrestricted Funds | | 76,170 | 149,430 |

**Total Funds** | **168,044** | **174,568** |

The company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit under section 476 of the Companies Act 2006.

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

These financial statements have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with the Financial Reporting Standard 102 SORP.

18/09/2019

Approved by the trustees on and signed on their behalf:

Kate Pickett, Trustee

Kate Pickett, Name

Company Registration Number: 06084965
The Equality Trust

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2018

The Equality Trust is a charitable limited company registered with Companies House in England and Wales at: Resource for London, 365 Holloway Road, London, N7 6PA.

1 Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation and uncertainty in the preparation of the financial statements are as follows.

a Basis of preparation

The accounts are prepared in accordance with the accounting regulations set out under the Charities Act 2011, and with Accounting and Reporting by Charities: Statement of Recommended Practice (SORP2015), issued by the Charity Commission; with the Companies Act 2006 and the Financial Reporting Standard (FRS) 102. The charity meets the definition of a public benefit entity as defined by FRS 102.

Assets and liabilities are initially recognised at historical cost or transaction value, unless otherwise stated below. The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

b Funds

Restricted funds are funds which must be used in accordance with specific restrictions imposed by the donor or the terms of a specific appeal. Expenditure which meets this criteria is drawn from the fund.

Unrestricted funds are those funds which can be used for any purpose in furtherance of the charitable objects.

Unrestricted funds include designated funds wherever the trustees have, at their discretion, temporarily set aside resources for a specific purpose.

c Income

Income is included in the accounts once the charity has entitlement, the amount can be measured with sufficient reliability and there is the probability of receipt.

Earned income is included in the period in which the service is provided, if any performance conditions attached have been met or are fully within the control of the charity.

Donations are included when given, together with an estimate of the related gift aid due thereon.

Donated services are included in the accounts when received at the value of the gift to the charity provided the value of the gift can be measure reliably. The equivalent amount is recognised as an expense under the appropriate category.

Legacies are included when the date of probate is ascertained and the amount receivable can be reliably estimated.

Income which is subject to conditions that the charity has yet to fulfill, or which is specifically for use in a future accounting period, is treated as deferred income.

d Expenditure

Expenditure is included on an accruals basis when incurred, that is when a legal or constructive obligation arises, and includes related irrecoverable VAT. Future liabilities are included at the best estimate of the amount required to settle them.

e Pensions

The charity makes contributions to an employer defined contribution scheme for eligible employees, which are included in the accounts when they become payable, and allocated to the related staff activity costs.
## The Equality Trust
### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2018

### INCOME

#### 2 Donations and grants

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted Funds</th>
<th>Restricted Funds</th>
<th>Total 2018</th>
<th>Total 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants (see below)</td>
<td>52,000</td>
<td>78,382</td>
<td>130,382</td>
<td>128,000</td>
</tr>
<tr>
<td>Donated services</td>
<td>1,092</td>
<td>-</td>
<td>1,092</td>
<td>1,262</td>
</tr>
<tr>
<td>General donations including gift aid</td>
<td>52,424</td>
<td>35,760</td>
<td>88,184</td>
<td>90,154</td>
</tr>
<tr>
<td></td>
<td>105,516</td>
<td>114,142</td>
<td>219,658</td>
<td>219,416</td>
</tr>
</tbody>
</table>

### Grants:

- Network for Social Change: £14,849
- Tudor Trust: £50,000
- HT & LB Charitable Trust: £2,000
- Bowland Charitable Trust: £50,000
- Barrow Cadbury: £5,000
- Christian Aid: £26,425
- Friends Provident: £19,608
- Trust for London: £12,500

<table>
<thead>
<tr>
<th></th>
<th>£</th>
<th>£</th>
<th>£</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>52,000</td>
<td>78,382</td>
<td>130,382</td>
</tr>
</tbody>
</table>

### EXPENDITURE

#### 3 Charitable Activities

<table>
<thead>
<tr>
<th></th>
<th>£</th>
<th>£</th>
<th>£</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project costs</td>
<td>7,055</td>
<td>13,909</td>
<td>20,964</td>
</tr>
<tr>
<td>Media and communications</td>
<td>22,396</td>
<td>2,612</td>
<td>25,008</td>
</tr>
<tr>
<td>Staff costs (see note 4)</td>
<td>105,978</td>
<td>30,053</td>
<td>136,031</td>
</tr>
<tr>
<td>Rent and service charges</td>
<td>19,027</td>
<td>-</td>
<td>19,027</td>
</tr>
<tr>
<td>Office costs</td>
<td>3,018</td>
<td>29</td>
<td>3,047</td>
</tr>
<tr>
<td>Other support costs</td>
<td>16,411</td>
<td>303</td>
<td>16,714</td>
</tr>
<tr>
<td>Governance</td>
<td>901</td>
<td>-</td>
<td>901</td>
</tr>
<tr>
<td>Independent examination</td>
<td>1,000</td>
<td>-</td>
<td>1,000</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>£</th>
<th>£</th>
<th>£</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>175,766</td>
<td>46,906</td>
<td>222,692</td>
</tr>
</tbody>
</table>

218,157
### 4 Staff Costs

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries</td>
<td>119,338</td>
<td>148,116</td>
</tr>
<tr>
<td>Social security costs</td>
<td>9,031</td>
<td>11,857</td>
</tr>
<tr>
<td>Pension contributions</td>
<td>7,050</td>
<td>9,097</td>
</tr>
<tr>
<td>Other staff costs</td>
<td>612</td>
<td>1,958</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>136,031</strong></td>
<td><strong>170,948</strong></td>
</tr>
</tbody>
</table>

The charity had an average of 3.75 employees during the year. (2017: 4.6.)
No employee received remuneration in excess of £60,000 p.a.

Remuneration of key management personnel:

<table>
<thead>
<tr>
<th>Position</th>
<th>Gross salary and employer pension contributions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief Executive</td>
<td>£55,385</td>
</tr>
<tr>
<td></td>
<td>£53,858</td>
</tr>
</tbody>
</table>

The charity operates a defined contribution scheme. The assets of the scheme are held separately from those of the charity and independently administered. The employer’s pension costs above represents the contributions due by the charity to the fund for the year.

### 5 Trustees’ remuneration and expenses

The trustees received no remuneration from the charity for any services supplied. (2017: £nil).  
In 2018: 1 trustee received expenses in respect of travel to board meetings and events amounting to a total of £290.  
In 2017: 2 trustees received expenses in respect of travel to board meetings and events amounting to a total of £536.

### 6 Investments

<table>
<thead>
<tr>
<th></th>
<th>£</th>
<th>£</th>
</tr>
</thead>
<tbody>
<tr>
<td>UK bank deposit accounts</td>
<td>12,340</td>
<td>51,916</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>12,340</strong></td>
<td><strong>51,916</strong></td>
</tr>
</tbody>
</table>

### 7 Debtors

<table>
<thead>
<tr>
<th></th>
<th>£</th>
<th>£</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade debtors</td>
<td>16,230</td>
<td></td>
</tr>
<tr>
<td>Accrued income</td>
<td>19,944</td>
<td>5,556</td>
</tr>
<tr>
<td>Prepayments</td>
<td>7,184</td>
<td>6,067</td>
</tr>
<tr>
<td>Other debtors</td>
<td>10,614</td>
<td>1,459</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>53,972</strong></td>
<td><strong>13,082</strong></td>
</tr>
</tbody>
</table>

### 8 Creditors

<table>
<thead>
<tr>
<th></th>
<th>£</th>
<th>£</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade creditors</td>
<td>4,210</td>
<td></td>
</tr>
<tr>
<td>Taxation and social security</td>
<td>3,729</td>
<td>2,464</td>
</tr>
<tr>
<td>Accruals</td>
<td>3,940</td>
<td>3,336</td>
</tr>
<tr>
<td>Deferred income</td>
<td>16,230</td>
<td></td>
</tr>
<tr>
<td>Other creditors</td>
<td></td>
<td>6,115</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>28,109</strong></td>
<td><strong>11,915</strong></td>
</tr>
</tbody>
</table>
The Equality Trust
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2018

9 Restricted funds

<table>
<thead>
<tr>
<th>Note</th>
<th>Funds at 1 January</th>
<th>Income</th>
<th>Expenditure</th>
<th>Funds at 31 December</th>
</tr>
</thead>
<tbody>
<tr>
<td>APPG Support</td>
<td>a</td>
<td>5,000</td>
<td>5,000</td>
<td>0</td>
</tr>
<tr>
<td>Young Equality Campaigners</td>
<td>b</td>
<td>25,130</td>
<td>16,757</td>
<td>0,301</td>
</tr>
<tr>
<td>Citizens for Financial Justice</td>
<td>c</td>
<td>26,425</td>
<td>9,710</td>
<td>16,715</td>
</tr>
<tr>
<td>School Resources</td>
<td>d</td>
<td>14,849</td>
<td>562</td>
<td>14,287</td>
</tr>
<tr>
<td>Youth Coordinator</td>
<td>e</td>
<td>35,760</td>
<td>-</td>
<td>35,760</td>
</tr>
<tr>
<td>Fair Pay Campaign</td>
<td>f</td>
<td>19,608</td>
<td>14,892</td>
<td>4,716</td>
</tr>
<tr>
<td>FIA (UK)</td>
<td>g</td>
<td>485</td>
<td>(485)</td>
<td></td>
</tr>
<tr>
<td>London Advocacy</td>
<td>h</td>
<td>12,500</td>
<td>-</td>
<td>12,500</td>
</tr>
</tbody>
</table>

Total restricted funds
25,138 114,142 47,406 91,874

The Restricted funds are held as bank balances.

a A grant was received from Barrow Cadbury for support of the All Party Parliamentary Group (APPG) to facilitate the operations of the Secretariat of the APPG on Poverty, in partnership with Child Poverty Action Group.

b The Young Equality fund was money received through Big Give to run a London pilot programme designed to equip a diverse group of young people with the information, skills and networks needed to co-design a project or campaign which raises awareness about socio-economic inequality.

c A grant was received from Christian Aid for our Citizens for Financial Justice fund to build the capacity of civil society organisations across Europe to influence the reform of financing for development and to demand public financing for public services.

d The Network for Social change has provided a School Resources Fund to develop classroom-based resources for teachers and students to challenge the dominant narratives when talking about socio-economic inequality and poverty in a variety of lessons.

e Donations have been received to establish a Youth Coordinator fund for a dedicated staff member to work strategically across both Schools Resources and Young Equality Campaigners, proactively reaching out to schools, youth clubs and other partners to further develop the work during 2015.

f Friends Provident have provided funds for our Fair Pay Campaign to increase transparency over pay structures in the FTSE 100, with a particular focus on the gender pay gap and how it drives overall income inequality in the UK.

g Fight Inequality Alliance (UK) is a fund to build the capacity of UK and European civil society organisations to join coordinated international actions to tackle socio-economic inequality. The negative balance represents expenditure for an event which took place in January 2019 that we were only eligible to receive the funding for after the event had taken place.

h Trust for London has provided funds to build the capacity of our affiliated London group · My Fair London · and other individuals and groups across the capital to use the levers of political, corporate and social power to reduce inequality throughout the city. This project started in January 2019.

10 Operating lease commitments

The following operating lease payments are committed to be paid within one year:

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Rent of premises</td>
<td>4,347</td>
<td>2,420</td>
</tr>
</tbody>
</table>

11 Related Party Transactions

There were no related party transactions during 2018 or 2017.

12 Volunteer Time

In accordance with FRS102, the value of volunteer time is not recognised in the accounts. However, we hugely value the input of our grassroots activists and all those who have given their time for free in 2018 and 2017, totalling hundreds, if not thousands, of hours of awareness raising, campaigning and lobbying for the reduction of inequality in the UK.