

# THE EQUALITY TRUST

**The Equality Trust**  
(A company limited by guarantee)

**Report and Financial Statements**  
**For the Year Ended 31 December 2015**

**Charity number 1161545**  
**Company number 6084965**



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# The Equality Trust

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The Trustees present their annual report and accounts for the year ended 31st December 2015.

The Board of Trustees are satisfied with the performance of the charity during the year and the position at 31st December 2015—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

Charity name: The Equality Trust.  
Charity Registration Number: 1161545  
Company Registration Number: 6084965  
Registered Office and operational address:  
1 Addington Square, London, SE5 0EH

## Trustees

Sean Baine – Chair  
Elizabeth Mann – Treasurer (from 4<sup>th</sup> February 2016)  
Professor Kate Pickett  
Professor Richard Wilkinson  
Zoe Williams  
Cathy Debenham  
Judith Moran  
Tom Powdrill

## 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

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

# The Equality Trust

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## Funders and Supporters

We are extremely grateful to all our funders, and to those who support us with time, expertise and services.

Network for Social Change  
Joseph Rowntree Charitable Trust  
Tudor Trust  
York University/ESRC  
HT&LB Cadbury Charitable Trust  
Rainbow Pie

Consult and Design International Ltd  
Google For Work  
Slack Communications  
iNet Telecoms Ltd  
LeaveWizard Ltd

## Chair

Inequality is not an abstract concept, or a statistical problem faced by academics. Inequality is an issue that affects each and every one of us, every single day. Being born into a more unequal society, such as the UK, means you are more likely to gain a poor education, more likely to be the victim of violent crime, and more likely to suffer from physical and mental ill-health, compared to those born in more equal countries. You are even more likely to die early.

At its heart, inequality reduction isn't therefore simply about fairness, it is about people's lives - improving the quality of life for everyone, and ensuring that these improvements are passed on to future generations.

Thanks in part to the work of The Equality Trust; inequality is no longer a niche issue, and more people than ever recognise that it affects us all. In fact, over 80 per cent of the public<sup>1</sup> believes the gap between rich and poor is now too great, and last year saw poverty/inequality experience its highest monthly average as a 'top issue' of concern for the public.

This year was both an important and challenging one for the Equality Trust. Like all charities, we have faced a difficult economic environment. Despite this, we have managed to increase donations and supporters, and in doing so have developed a strong financial base for the charity.

We have also expanded our work and its impact, with more analysis and research on inequality, and a significantly expanded audience for our work through wider dissemination. We have increased the breadth and depth of our affiliated local groups, helping to spread our educational and awareness raising work. Inequality reduction is now being fought for throughout the UK, at a national and local level, and we believe that the scope of our research work, and the breadth of our activism activities, demonstrates without any doubt the public benefit that our work provides.

Of course, we could not achieve all this without the continuing support of others. In closing, therefore, I would like to thank our sponsors, local groups, supporters and staff for your support in making our work possible and as you read our report, remember, as we do, that inequality reduction is all about people, and improving the lives of us all.

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## Objectives and Activities of the Charity

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 part, from socio-economic inequality.
- 4) To promote equality and diversity, in particular socio-economic equality and diversity within socio-economic groups.

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 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.

### Ensuring our work delivers our aims

We review our aims, objectives and activities each year. This review looks at our achievements and the outcomes of our work in the previous 12 months.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set.

### The focus of our work

The strategies the Equality Trust employs to achieve its aims and objectives are:

- Research – The Equality Trust carries out research into the causes, effects and possible solutions to inequality. This includes our own research projects, and the analysis of existing research and data. Research is developed and shared in order to i) educate the public, policymakers and other decision-makers on the research

## The Equality Trust

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evidence showing the effects of inequality and ii) ensure public policy draws on such evidence which may alleviate such effects.

- **Activism** – The Equality Trust also works to develop a wider grassroots movement, supporting the work of the Equality Trust at both a national and local level. This includes through the wider dissemination and promotion of our research, and the encouragement of tangible action from policymakers and other decision-makers to reduce inequality.

These two 'work-streams' provide the basis for The Equality Trust's strategy to achieve our charitable objects.

### Achievements and Performance of the Charity

#### Research

We believe that to reduce inequality, it is vital that the public, business, and policymakers are provided with the most robust research and data on the scale, causes, and effects of inequality; and the best solutions for its reduction. This educational and awareness raising work is central to our aims and objectives. Our research includes the development of reports on areas recognisable to the public and policymakers, such as wealth inequality, tax and social security. It also includes the quick analysis and dissemination of Government statistics, such as the Office for National Statistics' Annual Survey of Hours and Earnings, to identify, and raise awareness of, the scale of economic inequality.

#### *Reports*

Our **Wealth Tracker 2015** report highlighted the scale of economic inequality in the UK by identifying the extent of the increase in wealth of the richest 1,000 people in Britain, and the effects of using this increase in wealth more equitably. This report was covered by the Guardian, the Independent and The Week.

Our report **Taken for a Ride** sought to raise awareness of the pernicious effects of inequality in an often overlooked area of public policy– transport. In doing so, our research highlighted the effects of unequal transport subsidies on inequality, and called for an overhaul of the way public policy is evaluated, to include a greater value attached to inequality reduction. The report received support from a number of influential transport groups, including the Campaign for Better Transport and Bus Users UK.

#### *Data analysis*

The Equality Trust provided original analysis on a number of statistical releases this year, in order to build awareness and understanding of issues relating to inequality. This includes analysis of household spending, household wealth, life expectancy by decile of deprivation, and annual earnings. This analysis demonstrated the high levels of economic inequality in the UK, and the effects of this inequality on people's health and wellbeing.

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Our life expectancy analysis in particular looked at the huge social gradient in life expectancy, and the effects of inequality on the health of different socio-economic groups. It featured in the Daily Express, Daily Mirror, Daily Telegraph, The Times, The Observer, the Daily Mail and The Sun.

### *Media coverage*

The impact of our research activity this year has been substantial. We have gained 72 pieces of national media coverage in the print press (an increase from 55 the previous year) with a combined readership of over 5.5 million people, not including the much larger online readerships of these papers. This includes coverage last year in The Times, The Daily Telegraph, the Daily Mail, the Guardian, the Observer, the Independent, the Daily Express, the Daily Mirror, the Financial Times, and The Sun. In addition to this, Equality Trust spokespersons appeared on BBC Radio 5 Live, BBC You and Yours, Sky News, Al-Jazeera, LBC, and a series of local BBC radio stations. We also achieved significant local media coverage, and featured in the New Statesman, Newsweek, The Week, and the Huffington Post.

### *Influence*

Media coverage of our research and analysis has an important role in our promoting and campaigning for greater understanding of the evidence relating to inequality, and the need for its reduction. Over the course of 2015, Ipsos MORI's Top Issues Index, an account of the main issues of concern to the public, showed that the issue of poverty/inequality achieved its highest annual average, with a monthly average of 16.25% of respondents citing it as a top issue. This compares to just 15.3% in 2014, and only 7.5% in 2009, when the Equality Trust was established.

In addition to improving public understanding and awareness, coverage has in turn increased both the organisation's profile, and the profile of our work and issues around inequality, with all political parties. Last year, because of parties recognising our work in national media and direct dissemination, we were able to set up direct meetings with all the main political parties. We also reached out to political parties and their members via blogs obtained in Labour List, Left Foot Forward, Conservative Home and Green Word. As a result, we believe we have substantially increased our capacity to affect change in policy making over the course of 2015.

### Activism

The development of our local groups and supporters network is an important element in building public awareness of the causes and effects of inequality, and in delivering tangible action from local decision-makers. The Equality Trust has thousands of supporters ranging from social media followers to people who read our newsletters and from those who pay us money to those who give their time in individual or local group activism. All these contributions are vital to our ongoing success.

### *Supporters*

In 2015 our supporter numbers have increased steadily across social media,

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subscribers to our monthly newsletter increased by 8%, and our paying supporters increased by an impressive 28% to 612. Our regular supporters, plus occasional donors accounted for 11% of our total income for the year.

Our December 2015 Supporter Survey showed a very high level of satisfaction with our work with a “net-promoter” score of 90% indicating that most of our supporters would be likely or very likely to recommend us and our work to others.

Our supporters were also active advocates for us in 2015, particularly around the General Election but also pressing MPs on the Sustainable Development Goals and the fact that inequality reduction is now included for developed countries.

### *Local Groups*

Our affiliated local groups have had a very active year. Key successes in 2015 include:

- \* The establishment of the London Fairness Commission by our affiliated London group, My Fair London, in association with Toynbee Hall;
- \* The adoption of the Living Wage by National Rail and Milton Keynes Council following the hard work of our Milton Keynes group together with Citizens MK
- \* The continued growth of our affiliated Local Group network by approximately a third to thirty listed groups.
- \* The diversification of their work by collaboration with a wide range of other campaigns such as the living wage, pay ratios and fair tax as well as campaigns on specific local issues around austerity and its impacts.

The groups mobilised around the May general election using our specially developed action-packs, and numerous successful local hustings were organised or co-organised by groups across the country, including in Newport, Swindon, Cumbria, Reading and Croydon. Overall, the election work yielded valuable links with MPs from all parties that we are using to discuss inequality reduction with policymakers in this Parliament.

As well as working towards national government, various groups are now also pursuing our local action campaign, Make My Council Fair, (unveiled in summer 2015) to persuade their local councils to use their powers to tackle inequality and poverty in their area.

And towards the end of 2015, the groups have been at the forefront of raising awareness about inequality by hosting well-attended community screenings of the excellent new documentary film, The Divide, (inspired by The Spirit Level book and due for cinematic release in April 2016).

## **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.



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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 7 to the accounts.

### Recruitment and appointment of Trustees

At the beginning of 2015, The Equality Trust had 7 Trustees with a broad range of skills and expertise, including in the areas of charity operations, communications, management and academic research.

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.

### Induction and training of Trustees

New Trustees undergo an orientation day, to include meeting with the Director and all staff, as well as other Trustees as appropriate.

Trustees participate in training as required and attend Equality Trust events as appropriate.

### 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 twice a year. 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

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to ensure compliance with health and safety of staff, volunteers, clients and visitors to The Equality Trust.

## Financial Review

### Principle Funding Sources

Network for Social Change and Joseph Rowntree Charitable Trust continued as regular funders in 2015, although our current agreement with Joseph Rowntree Charitable Trust ended in 2015. Our current agreement with Network for Social Change will end in 2016. We were able to attract a three year core funding agreement with Tudor Trust, which will run until 2017, and we will look to diversify our funding streams in 2016.

### 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 amounting to three months' expenditure, or between £55,000 - £60,000. 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 amounts of reserves are common.

The total unrestricted funds at the year-end were £93,229. This exceeds the organisation's reserves policy, and has been review by the trustees. The excess is considered reasonable and reflects funds received that are committed to near term operational expenditure.

### Transactions and Financial Position

The financial statements are set out on pages 14 to 16. 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 1<sup>st</sup> January 2015) and in accordance with the Financial Reporting Standard for Smaller Entities (effective 1st January 2015). As stated in the introduction to this report, the Trustees consider the financial performance by the charity during the year to have been satisfactory.

The Statement of Financial Activities show net incoming resources for the year of a revenue nature of £263, 457 (2014: £266, 670) and net outgoing resources of a capital

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nature £275, 470 (2014: £255, 034) making net overall realised outgoing resources of £12, 014.

The total reserves at the year-end, after accounting for unrealised losses stand at £99, 629 (2014: £111, 643).

### Related parties transactions

There were no related parties transactions in 2015.

### 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.

### Fixed assets

There was no change in fixed assets, aside from depreciation, in 2015.

### **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.

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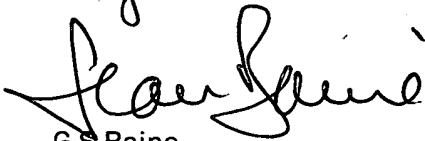
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The Trustees are also responsible for the contents of the Trustees' report, and the responsibility of the Independent Examiner in relation to the Trustees' report is limited to examining the report and ensuring that, on the face of the report, there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

### Small company special provisions

The report of the Council of Management 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 August~~ 2016 and signed on its behalf by:



G S Baine  
Chair

# The Equality Trust

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## 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 2015, 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 2011 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.

Having satisfied myself that the charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the financial statements (under Section 145 of the 2011 Act);
- follow the procedures laid down in the General Directions given by the Charity Commissioners under Section 145(5)(b) of the 2011 Act); and
- state whether particular matters have come to my attention.

### **Basis of independent examiner's statement**

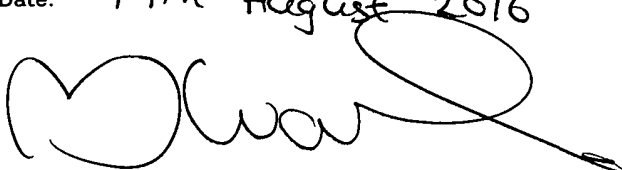
My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the financial statements presented with those records. It also includes consideration of any unusual items or disclosures in the financial statements, and seeking explanations from you as 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:

- 1 which gives me reasonable cause to believe that, in any material respect, the requirements:
  - to keep accounting records in accordance with section 386 of the Companies Act 2006;
  - to prepare financial statements which accord with the accounting records, comply with requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by have not been met; or
- 2 to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.

Mary Wallbank DChA, FCA , FCIE  
Charity Management Services  
18 Park Road  
Chandlers Ford  
Eastleigh

Date: 19th August 2016  


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## STATEMENT OF FINANCIAL ACTIVITIES (incorporating Income and Expenditure account) FOR THE YEAR ENDED 31 DECEMBER 2015

	Note	Unrestricted Funds	Restricted Funds	Total 2015	Unrestricted Funds	Restricted Funds	Total 2014
		£	£	£	£	£	£
<b>Income</b>							
Donations and grants	2	262,320	121	262,441	222,875	43,104	265,979
Charitable activity sales	3	523	-	523	463	-	463
Bank interest		493	-	493	229	-	229
<b>Total Income</b>		<b>263,336</b>	<b>121</b>	<b>263,457</b>	<b>223,566</b>	<b>43,104</b>	<b>266,670</b>
<b>Expenditure</b>							
Raising funds		1,702	-	1,702	2,145	-	2,145
Charitable Activities	4	245,339	18,425	263,764	220,959	31,000	251,959
Other	5	10,005	-	10,005	930	-	930
<b>Total Expenditure</b>		<b>257,046</b>	<b>18,425</b>	<b>275,470</b>	<b>224,034</b>	<b>31,000</b>	<b>255,034</b>
<b>Net income/(expenditure)</b>		<b>6,290</b>	<b>(18,304)</b>	<b>(12,014)</b>	<b>(467)</b>	<b>12,104</b>	<b>11,637</b>
<b>Transfers between funds</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net movement in funds</b>		<b>6,290</b>	<b>(18,304)</b>	<b>(12,014)</b>	<b>(467)</b>	<b>12,104</b>	<b>11,637</b>
<b>Total funds brought forward</b>		<b>86,939</b>	<b>24,704</b>	<b>111,643</b>	<b>87,406</b>	<b>12,600</b>	<b>100,006</b>
<b>Total funds carried forward</b>		<b>93,229</b>	<b>6,400</b>	<b>99,629</b>	<b>86,939</b>	<b>24,704</b>	<b>111,643</b>

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.

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	Note	£	2015 £	£	2014 £
<b>Current Assets</b>					
Investments	8	49,771		-	
Debtors	9	8,285		7,896	
Bank and Cash		194,134		108,950	
		252,190		116,846	
<b>Creditors: amounts due within one year</b>					
Creditors	10	(152,561)		(5,203)	
<b>Net Current Assets</b>			99,629		111,643
<b>Total Net Assets</b>			99,629		111,643
<b>Represented by:</b>					
Restricted Funds	11		6,400		24,704
Unrestricted Funds			93,229		86,939
<b>Total Funds</b>			99,629		111,643

For the financial period ended 31 December 2015 the company was entitled to exemption from audit under section 477 of the Companies Act 2006. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these financial statements under the requirements of the Companies Act 2006.

The directors acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with section 386 of the Act and for preparing financial statements that give a true and fair view of the state of affairs of the company as at the end of its financial year and of its profit or loss for the 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 accounts, so far as applicable to the company.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime within Part 15 of the Companies Act 2006 and with the Financial Reporting Standards for Smaller Entities (effective January 2015).

Approved by the trustees on 14 July 2016 and signed on their behalf:

John Lanni Chair

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## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2015

### **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, and the Financial Reporting Standard for Smaller Entities (FRSSE).

Assets and liabilities are initially recognised at historical cost or transaction value, unless otherwise stated below.

#### **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 where 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.

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

#### **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.

Future liabilities are included at the best estimate of the amount required to settle them.

#### **e Pensions**

The charity makes contributions to the individual personal pension scheme of eligible employees, which are included in the accounts when they become payable.



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## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2015

	Unrestricted	Restricted	Total 2015	Total 2014
	£	£	£	£
<b>2 Donations and grants</b>				
Grants (see below)	210,841	-	210,841	218,840
Donated services	9,698	-	9,698	-
General donations	41,781	121	41,902	47,139
	<u>262,320</u>	<u>121</u>	<u>262,441</u>	<u>265,979</u>
	£	£	£	£
Grants:				
Network for Social Change	143,841	-	143,841	125,786
Joseph Rowntree Charitable Trust	40,000	-	40,000	50,000
Tudor Trust	25,000	-	25,000	-
HT & LB Charitable Trust	2,000	-	2,000	-
Lankelly Chase	-	-	-	25,000
York University/Economic and Social Research Council	-	-	-	18,054
	<u>210,841</u>	<u>-</u>	<u>210,841</u>	<u>218,840</u>
<b>3 Charitable activity sales</b>				
	£	£	£	£
Sales of literature	523	-	523	463
	<u>523</u>	<u>-</u>	<u>523</u>	<u>463</u>
<b>EXPENDITURE</b>				
<b>4 Charitable Activities</b>				
	£	£	£	£
Project costs	22,783	10,868	33,651	45,407
Media and communications	15,166	540	15,706	8,615
Staff costs (see note 6)	188,992	5,941	194,934	179,086
Rent	11,978	750	12,728	8,101
Office costs	3,704	25	3,729	6,950
Other support costs	1,251	300	1,551	3,604
Governance	1,464	-	1,464	196
	<u>245,339</u>	<u>18,425</u>	<u>263,764</u>	<u>251,959</u>
<b>5 Other expenditure</b>				
	£	£	£	£
Charity registration	10,005	-	10,005	930

# The Equality Trust

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## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2015

<b>6 Staff Costs</b>	<b>2015</b>	<b>2014</b>
Salaries	169,579	155,107
Social security costs	13,721	12,657
Pension contributions	9,699	9,483
Other staff costs	1,934	1,839
	<b>194,934</b>	<b>179,086</b>

The charity had an average of 6 employees during the year, (2014 - 5.)

No employee received remuneration in excess of £60,000 p.a.

### **7 Trustees' remuneration and expenses**

The trustees received no remuneration from the charity for any services supplied, (2014: £nil).

In 2015 3 trustees received expenses in respect of travel to board meetings and events amounting to a total of £866.

In 2014 2 trustees received expenses in respect of travel to board meetings and events amounting to a total of £629.

<b>8 Investments</b>	<b>£</b>	<b>£</b>
UK bank deposit account	49,771	-
	<b>49,771</b>	<b>-</b>

<b>9 Debtors</b>	<b>£</b>	<b>£</b>
Accrued income	1,542	5,231
Prepayments	6,709	2,463
Other debtors	34	202
	<b>8,285</b>	<b>7,896</b>

<b>10 Creditors</b>	<b>£</b>	<b>£</b>
Deferred income	145,025	-
Accruals	2,244	-
Other creditors	5,292	5203
	<b>152,561</b>	<b>5,203</b>

Deferred income represents monies specifically requested to cover expenditure planned for 2016.

# The Equality Trust

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## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2015

	Funds at 1 January	Income	Expenditure	Funds at 31 December
<b>11 Restricted funds</b>				
i Economicon	6,500	0	6500	-
ii Educational materials	18,054	0	11654	6,400
iii Spirit Level documentary	150	121	271	-
Total restricted funds	24,704	121	18,425	6,400

- i The Economicon fund was for developing an online version of the game 'Economicon', to communicate issues around economic inequality to young people.
- ii The Educational Materials fund is money received from York University/Economic & Social Research Council for developing educational materials that communicate issues around economic inequality to young people. The remaining balance will be spent on further development of the online version of Economicon, alongside visual content for our website, including videos.
- iii The Spirit Level documentary fund was for funding the production of a documentary based on the book, 'The Spirit Level'. The documentary, called 'The Divide', is due for release in 2016.

All the Restricted funds are held as bank balances.

### 12 Operating lease commitments

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

	31 12 2015	31 12 2014
	£	£
Operating leases expiring between one and five years	17,858	0

The charity's premises lease has a break clause as at 14 December 2016 for which notice has to be given by 14th October 2016, or otherwise expires on 14 December 2018.

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<sup>i</sup> This is in reference to polling in the 30<sup>th</sup> British Social Attitudes survey.