The Board of Trustees are pleased to present their annual report and accounts for the year ended 31st December 2017.

The Board of Trustees are satisfied with the performance of the charity during the year and the position at 31st December 2017 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:
Resource for London, 356 Holloway Road, London, N7 6PA

Trustees
Sean Baine – Chair
Professor Kate Pickett
Zoe Williams
Tom Powdrill

Elizabeth Mann – Treasurer
Professor Richard Wilkinson
Judith Moran

Executive Director
Dr. Wanda Wyporska

Secretary
Bill Kerry

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

Ecology Building Society
7 Belton Road, Slisden
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  Consult and Design International Ltd
Bowland Charitable Trust  Google for Work
Tudor Trust  Slack Communications
Big Lottery Fund: Awards for All  iNet Telecoms Ltd
HT&LB Cadbury Charitable Trust  LeaveWizard Ltd
Rainbow Pie
Message from the Executive Director

This year has yet again seen unpredictable events as we saw a snap election take place in June and ‘Brexit’ discussions throughout the year. We were delighted to see some of our policy recommendations appear in all the major parties’ manifestos and our local groups did sterling work in both local and national campaigning.

The election provided a vital platform for discussion and the economy was at the top of people’s minds. The stark inequality that continues to damage our society was highlighted by politicians, journalists, campaigners and, of course, by The Equality Trust.

In my visits to schools, I am struck by the understanding shown by the young people I speak to. They understand inequality and they want to do something about it. And it is this enthusiasm and desire to act, that gives us faith in the future. That is why in 2017, we began to focus on how we could unlock the agency of young people and work with them to create change.

On many platforms, whether with politicians, activists or academics, I have heard others say ‘inequality is not inevitable’ and I truly believe that we are at a tipping point, where our work is having an immense impact. The public is beginning to join the dots and see that inequality is damaging childhood, health, wellbeing, education and the very fabric of our social lives. The media, business and investors are recognising that inequality damages the economy and are looking to UN Sustainable Development Goal number 10.

Our work as convener of the Fight Inequality Alliance in the UK allows us to work in solidarity with others across the globe and learn from their struggles. Through this alliance we can link our fantastic local groups work and our work with young people to a wider audience.

During 2018, we expect to increase our influencing work to harness corporate, political and social power to grow our movement and see policy changes that would reduce inequality and make all our lives better.

We know that economic differences create social distances. As a result, individuals in more unequal countries such as ours experience poorer mental and physical health, worse educational outcomes, higher levels of violent crime, and, quite possibly, poorer economic growth.

We have seen the appetite for change blossom over this year, and thanks to the support of our funders and of many generous individuals, we have been able to galvanise campaigning on the poverty premium, on the socio-economic duty and on pay ratios as well as health inequalities, with a view to creating a future where all can flourish. Our huge thanks go to all of you who are part of our movement and who are making this change happen.

Dr Wanda Wyporska, Executive Director, 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.

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 move towards being a more campaigning organization, The Equality Trust has produced a detailed Theory of Change which can be summarized as follows:

<table>
<thead>
<tr>
<th><strong>Problem</strong></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><strong>Barriers</strong></td>
<td>Lack of public knowledge about the scale of inequality and lack of political will. Social norms and entrenched narratives hindering progress.</td>
</tr>
<tr>
<td><strong>Interventions</strong></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><strong>Outputs</strong></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><strong>Outcomes</strong></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><strong>Impacts</strong></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><strong>Super Impacts</strong></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 (aka, the Three C’s):

*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 2017

During 2017 The Equality Trust demonstrated agility and flexibility, effectively adapting to changes, both internal and external whilst continuing to be a consistent emitting node in the fight against inequality in the UK. We have vastly increased our media profile with regular appearances on national TV and radio, as well as increasing our print coverage. Our public affairs work has been boosted by the General Election and more engagement with MPs and Peers across the political spectrum.

Our work continued to focus on both research and activism, with an increased emphasis on building alliances and bolstering social action to strengthen the movement to tackle inequality. We have also increased the sphere of our networks, building relationships across the sector and delivering talks at university events, trade union conferences, and business events. During 2017 we developed our Theory of Change (below) and added a summary of What We Do to our website.

Quotes received in response to our annual Supporter Survey in December showed high levels of satisfaction with our work and a recognition of its value, for example:

“The Equality Trust is keeping the biggest and most underrated issue of our world on our radars. With greater equality everything improves”

“The Equality Trust provides a vital focus for efforts to create a fairer society”

“No one else is working explicitly on inequality issues in the UK”

“The Equality Trust provides a ready source of high quality information”

“The Equality trust helps me understand different perspectives about inequality and how it does not have to be the norm. They help me form arguments and I feel more empowered to find ways of talking and thinking about inequality/equality”
Key developments in 2017

Pay Ratios

- Widespread press coverage on CEO pay: we appeared in the Independent, the Daily Mail, the Guardian and the Daily Mirror discussing absurdly high executive pay and our Executive Director Dr. Wanda Wyporska was on several TV and radio shows (including on BBC’s Big Questions) questioning the priorities that lead to the ‘top dogs’ being paid salaries 172 times that of a nurse and 145 times that of a teacher.
- We kept up the pressure on gross pay inequality with our brand new Pay Tracker report, highlighting the mammoth ratios between FTSE 100 CEOs and average and low-paid workers. Timed to hit as AGM season swung into action, our story was top billing in the Guardian and was also covered by the BBC, the Independent (twice), the Mirror, the Sun and the Telegraph, among others.
- We launched our first petition, calling on the Government to legislate to require medium and large companies to publish their pay ratios so that we can all see just how much more their CEO is valued than their average worker. The publication of this data is an essential part of challenging the culture of unjustifiably high pay, contributing to a change in social norms around how pay is set.
- In August, we saw a significant win for The Equality Trust and for the fight for greater equality, with the Government announcing that companies will be required to publish pay ratios between bosses and their average paid employee. Our comment and statistics on pay inequality featured in the press in response to this announcement, in the Metro, Reuters, RT, Business Day, and The Week.
- The Commons Business, Energy and Industrial Strategy Committee cited our Pay Tracker in its corporate governance report and recommend pay ratio reporting. Our Executive Director Dr Wanda Wyporska wrote about extreme pay inequality for the All-Party Parliamentary Group on Inclusive Growth, and taking the message to viewers, Jeremy Corbyn discussed our pay ratio figures on The Andrew Marr Show.
- Our Pay Tracker work was cited again in a Guardian editorial on the richest 1 per cent.
- We joined forces with Pay Compare (the UK pay ratio campaign).

Poverty/Low Pay

- To help end the myth of poverty driven by profligacy, we carried out analysis of official Family Spending data, turning the usual accusatory stories on their head to show, for example, that the richest spend as much on alcohol and tobacco as the poorest do on gas and electricity. Our Executive Director Dr Wanda Wyporska wrote for the Huffington Post that this gulf in spending illustrates our vast inequality, and our work was featured in the Guardian, the Huffington Post and the Daily Mail.
- We also continued our work to highlight the scale of inequality, using new figures to show how Britain’s poorest households are still paying a greater proportion of their income in taxes than the richest. Our work was featured in the Independent, the Daily Mirror, the Huffington Post and the Guardian, strengthening the case for reforms to our regressive and outdated council tax system.
- Took on the co-secretariat of the APPG on Poverty, alongside CPAG, launching an inquiry into the Poverty Premium (closes 28th March 2018)
- Wanda wrote for Left Foot Forward, discussing new research on the appalling food poverty faced by many children, comparing this to the almost unimaginable wealth of those at the top and appeared on Sky News to talk about half-term hunger.
- Wanda wrote for the same site on the new minimum income standard and growing voter unrest on inequality.

Wealth Inequality

- The importance of shrinking our huge wealth inequality was brought home again by the annual publication of the Sunday Times Rich List. In our annual Wealth Tracker analysing their gargantuan gains, we showed their increase in wealth last year alone could, for example, cover 68 per cent of the budget for the NHS in England, or provide over five million Living Wage jobs, or pay the grocery bill for all of the UK’s users of food banks for 56 years.
- Our findings were featured in the Guardian and Fortune Magazine, while in the Huffington Post we explored the question of what we should be asking of the superrich. Our Executive Director Dr Wanda Wyporska also appeared on the current affairs programme Going Underground to discuss this broken system.

Socio-Economic Duty

- We continued to campaign for the enforcement of section 1 of the Equality Act (the Socio-Economic Duty) and blogged with Koldo Casla of Just Fair on the importance of this measure in reducing socioeconomic disadvantage and inequality. We wrote EDM 591, tabled by Harriet Harman which has gathered 68 signatures from MPs and saw several of our questions on this subject tabled by MPs. Several mayoral candidates committed to introducing Section 1 and it featured in the Labour Party Manifesto.

Electoral Work

- We effectively engaged our activists in encouraging council and Mayoral candidates to commit to the ‘Fairness Four’ – simple asks to improve the quality of life in our local areas.
- We were able to swiftly respond to the snap General Election by producing our Manifesto for a Fairer Society, a set of achievable policies that all political parties should commit to, to secure fair work, fair tax, fair chances and a fair deal for all of us. Many of our asks were featured in party manifestos across the political spectrum.

Consultations

- Delivered a joint submission with Just Fair to the Scottish Government’s Consultation on the Introduction of the Socio-Economic Duty in Scotland.
- We were invited to submit to IPPR’s consultation on wealth and ownership
- Made a written response to House of Lords Select Committee on Citizenship and Civic Engagement
THE EQUALITY TRUST

- Invited to recommend inequality reducing policies to The Labour Party

Young People
- Raised almost £25,500 by taking part in The Big Give Christmas Challenge 2017. This will enable us to run at least one pilot of our Young Equality Campaigners Project in 2018.
- Made connections with a range of organisations working with young people and recruited our first youth advisor.
- Submitted a bid to the Network for Social Change for a grant to develop school resources.
- Submitted an ambitious bid to Children in Need for our youth programme to run in 6 locations. Although this was rejected, the feedback was that it was an innovative programme and we were invited to submit a bid for a pilot, for which we are now at the final stage.

Local Groups and Activists
- Performed a review of our local groups, recognising that there are now 16 active groups across the UK
- Our local groups perform the deep work of engaging with the general public, local councils, MPs, local press and community organisations to shift attitudes to less acceptance of inequality and harnessing a desire to do something about it. Highlights from our network in 2017 were:
  - Oswestry Equality Group’s tireless, granular work with community groups across Oswestry
  - Cambridge Commons’ continuing impressive high level work with nationally recognised names
  - My Fair London’s responses to Mayoral consultations and co-ordination of London-wide lobbying actions of both local and national politicians
  - South Wales Equality Group’s submission to Swansea Council’s poverty consultation and appearance on the BBC’s Big Questions in Cardiff.

New Alliances in 2017
- 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.
- Wanda is a Commissioner on the National Union of Students’ Poverty Commission, a trustee of the Equality & Diversity Forum, Schools OUT UK, Gingerbread and a member of the Sheila Mckechnie Social Change Advisory Group, The Institute of Environmental Management and Assessment Diversity Panel, 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.
Structure, Governance and Management

Governance 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 reimbursed from the charity are set out in note 5 to the accounts.

Recruitment and appointment of Trustees

At the beginning of 2017, 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.

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 is currently reviewing its governance policies and procedures in order to comply with 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 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 to ensure compliance with health and safety of staff, volunteers, clients and visitors to The Equality Trust.

**Financial Review**

**Principal Funding Sources**

The Tudor Trust and Bowland Charitable Trust continued as regular funders in 2017. Although our funding agreement with Network for Social Change ended in 2016, the remainder £75,119 of the 2016 grant was spent in 2017, as agreed with Network for Social Change.

**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 six months’ expenditure (or approximately £115,000 based on current activity). 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 year-end were £149,429. This exceeds the organisation’s reserves policy on current activity, 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.

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 £174,568 including restricted reserves of £25,138. (2016: £174,651 including £2,444 restricted.)

Related parties transactions

There were no related parties transactions in 2017.

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 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 13 Sept 2018 and signed on its behalf by:

[Signature]

GS Baine, 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 through our website:  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/get-involved

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

Join the 21,700+ following us on Twitter @equalitytrust
Join our 11,500+ fans on Facebook facebook.com/equalitytrust
Visit our website: equalitytrust.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 2017, 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: 17th September 2018

[Signature]
The Equality Trust

STATEMENT OF FINANCIAL ACTIVITIES (incorporating Income and Expenditure account)
FOR THE YEAR ENDED 31 DECEMBER 2017

<table>
<thead>
<tr>
<th>Note</th>
<th>Unrestricted Funds</th>
<th>Restricted Funds</th>
<th>Total 2017</th>
<th>Unrestricted Funds</th>
<th>Restricted Funds</th>
<th>Total 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Income</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Donations and grants</td>
<td>2</td>
<td>193,711</td>
<td>25,705</td>
<td>219,416</td>
<td>345,022</td>
<td>19,652</td>
</tr>
<tr>
<td>Charitable activity sales</td>
<td></td>
<td>1,555</td>
<td>-</td>
<td>1,555</td>
<td>1,134</td>
<td>-</td>
</tr>
<tr>
<td>Other trading activities</td>
<td>101</td>
<td>-</td>
<td>101</td>
<td>745</td>
<td>-</td>
<td>745</td>
</tr>
<tr>
<td>Investments: Bank interest</td>
<td>401</td>
<td>-</td>
<td>401</td>
<td>745</td>
<td>-</td>
<td>745</td>
</tr>
<tr>
<td>Total Income</td>
<td></td>
<td>195,768</td>
<td>25,705</td>
<td>221,473</td>
<td>346,901</td>
<td>19,652</td>
</tr>
<tr>
<td>Expenditure</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Raising funds</td>
<td></td>
<td>2,832</td>
<td>587</td>
<td>3,399</td>
<td>3,889</td>
<td>-</td>
</tr>
<tr>
<td>Charitable Activities</td>
<td>3</td>
<td>215,713</td>
<td>2,444</td>
<td>218,157</td>
<td>261,978</td>
<td>23,609</td>
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<tr>
<td>Total Expenditure</td>
<td></td>
<td>218,545</td>
<td>3,011</td>
<td>221,557</td>
<td>265,867</td>
<td>23,609</td>
</tr>
<tr>
<td>Net income/(expenditure)</td>
<td></td>
<td>(22,777)</td>
<td>22,694</td>
<td>(84)</td>
<td>81,034</td>
<td>(3,956)</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></td>
<td>(22,777)</td>
<td>22,694</td>
<td>(84)</td>
<td>81,034</td>
<td>(3,956)</td>
</tr>
<tr>
<td>Total funds brought forward</td>
<td></td>
<td>172,207</td>
<td>2,444</td>
<td>174,651</td>
<td>91,173</td>
<td>6,400</td>
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<tr>
<td>Total funds carried forward</td>
<td></td>
<td>149,430</td>
<td>25,138</td>
<td>174,568</td>
<td>172,207</td>
<td>2,444</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 2017

<table>
<thead>
<tr>
<th>Note</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Current Assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investments 6</td>
<td>51,916</td>
<td>100,515</td>
</tr>
<tr>
<td>Debtors 7</td>
<td>13,082</td>
<td>11,651</td>
</tr>
<tr>
<td>Bank and Cash</td>
<td>121,484</td>
<td>78,687</td>
</tr>
<tr>
<td></td>
<td>186,483</td>
<td>190,853</td>
</tr>
<tr>
<td>Creditors: amounts due within one year</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Creditors 8</td>
<td>(11,915)</td>
<td>(16,202)</td>
</tr>
<tr>
<td>Net Current Assets</td>
<td></td>
<td>174,568</td>
</tr>
<tr>
<td>Total Net Assets</td>
<td>174,568</td>
<td>174,651</td>
</tr>
<tr>
<td>Represented by:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Restricted Funds 9</td>
<td>25,138</td>
<td>2,444</td>
</tr>
<tr>
<td>Unrestricted Funds</td>
<td>149,430</td>
<td>172,207</td>
</tr>
<tr>
<td>Total Funds</td>
<td>174,568</td>
<td>174,651</td>
</tr>
</tbody>
</table>

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.

Approved by the trustees on 13 SEPTEMBER 2018 and signed on their behalf:

[Signature] Trustee
[Signature] Name

Company Registration Number: 06084965
The Equality Trust

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2017

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 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. 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 fulfil, 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 2017**

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted Funds</th>
<th>Restricted Funds</th>
<th>Total 2017</th>
<th>Total 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>INCOME</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>2 Donations and grants</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grants (see below)</td>
<td>£128,000</td>
<td>£ -</td>
<td>£128,000</td>
<td>£309,530</td>
</tr>
<tr>
<td>Donated services</td>
<td>£1,262</td>
<td>£ -</td>
<td>£1,262</td>
<td>£9,449</td>
</tr>
<tr>
<td>General donations</td>
<td>£64,449</td>
<td>£25,705</td>
<td>£90,154</td>
<td>£45,696</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>£193,711</td>
<td>£25,705</td>
<td>£219,416</td>
<td>£364,675</td>
</tr>
<tr>
<td>Grants:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Network for Social Change</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>£200,145</td>
</tr>
<tr>
<td>Tudor Trust</td>
<td>£75,000</td>
<td>£ -</td>
<td>£75,000</td>
<td>£50,000</td>
</tr>
<tr>
<td>HT &amp; LB Charitable Trust</td>
<td>£3,000</td>
<td>£ -</td>
<td>£3,000</td>
<td>£2,000</td>
</tr>
<tr>
<td>Bowland Charitable Trust</td>
<td>£50,000</td>
<td>£ -</td>
<td>£50,000</td>
<td>£50,000</td>
</tr>
<tr>
<td>Big Lottery Fund: Awards for All</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>£7,386</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>£128,000</td>
<td>£ -</td>
<td>£128,000</td>
<td>£309,530</td>
</tr>
</tbody>
</table>

| **EXPENDITURE**      |                    |                  |            |            |
| **3 Charitable Activities** |                |                  |            |            |
| Direct costs eg. venues, events etc. | £4,666 | £ - | £4,666 | £33,102 |
| Media and communications | £7,031 | £2,343 | £9,374 | £9,851 |
| Staff costs (see note 4) | £170,948 | £ - | £170,948 | £203,427 |
| Rent and service charges | £15,549 | £ - | £15,549 | £24,276 |
| Office costs          | £2,628            | £ -              | £2,628     | £8,827     |
| Other support costs   | £12,876           | £101             | £12,977    | £5,464     |
| Governance            | £1,015            | £ -              | £1,015     | £40        |
| Independent examination | £1,000          | £ -              | £1,000     | £600       |
| **Total**             | £215,713          | £2,444           | £218,157   | £285,586   |

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The Equality Trust
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2017

4 Staff Costs

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries</td>
<td>148,116</td>
<td>176,992</td>
</tr>
<tr>
<td>Social security costs</td>
<td>11,867</td>
<td>13,172</td>
</tr>
<tr>
<td>Pension contributions</td>
<td>9,007</td>
<td>9,885</td>
</tr>
<tr>
<td>Other staff costs</td>
<td>1,958</td>
<td>3,378</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>170,948</strong></td>
<td><strong>203,427</strong></td>
</tr>
</tbody>
</table>

The charity had an average of 4.6 employees during the year, (2016: 6.)
No employee received remuneration in excess of £60,000 p.a..

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, (2016: £nil).
In 2017: 2 trustees received expenses in respect of travel to board meetings and events amounting to a total of £536.
In 2016: 2 trustees received expenses in respect of travel to board meetings and events amounting to a total of £805.

6 Investments

<table>
<thead>
<tr>
<th></th>
<th>£</th>
<th>£</th>
</tr>
</thead>
<tbody>
<tr>
<td>UK bank deposit accounts</td>
<td>51,916</td>
<td>100,515</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>51,916</strong></td>
<td><strong>100,515</strong></td>
</tr>
</tbody>
</table>

7 Debtors

<table>
<thead>
<tr>
<th></th>
<th>£</th>
<th>£</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accrued income</td>
<td>5,556</td>
<td>345</td>
</tr>
<tr>
<td>Prepayments</td>
<td>6,067</td>
<td>5,412</td>
</tr>
<tr>
<td>Other debtors</td>
<td>1,459</td>
<td>5,894</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>13,082</strong></td>
<td><strong>11,651</strong></td>
</tr>
</tbody>
</table>

8 Creditors

<table>
<thead>
<tr>
<th></th>
<th>£</th>
<th>£</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deferred income</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Taxation and social security</td>
<td>2,464</td>
<td>7,411</td>
</tr>
<tr>
<td>Accruals</td>
<td>3,336</td>
<td>4,459</td>
</tr>
<tr>
<td>Other creditors</td>
<td>6,115</td>
<td>4,332</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>11,915</strong></td>
<td><strong>16,202</strong></td>
</tr>
</tbody>
</table>

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The Equality Trust
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2017

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></td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Website and IT upgrade</td>
<td>2,444</td>
<td>-</td>
<td>2,444</td>
<td>0</td>
</tr>
<tr>
<td>Young Equality Campaigners</td>
<td>-</td>
<td>25,705</td>
<td>567</td>
<td>25,138</td>
</tr>
<tr>
<td>Total restricted funds</td>
<td>2,444</td>
<td>25,705</td>
<td>3,011</td>
<td>25,138</td>
</tr>
</tbody>
</table>

i A grant was received from the Big Lottery Fund's Awards for All scheme to enable more effective support of local groups and to widen participation in the movement to tackle economic inequality by improving our online offer and upgrading ageing technology. The remaining balance was spent in 2017.

ii The Young Equality fund is money received through Big Give to run a London pilot campaign programme designed to equip a diverse group of young people (14-18) with the information, skills and networks needed to identify everyday inequalities and to run small, effective local campaigns - empowering them to tackle local inequality.

The Restricted funds are held as bank balances.

10 Operating lease commitments

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

<table>
<thead>
<tr>
<th></th>
<th>31 12 2017</th>
<th>31 12 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rent of premises</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td></td>
<td>2,420</td>
<td>2,420</td>
</tr>
</tbody>
</table>

11 Related Party Transactions

There were no related party transactions during 2017 or 2016.

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 2017, totalling hundreds, if not thousands, of hours of awareness raising, campaigning and lobbying for the reduction of inequality in the UK.