

REGISTERED COMPANY NUMBER: 04926476 (England and Wales)
REGISTERED CHARITY NUMBER: 1107613

**Report of the Trustees and
Financial Statements for the Year Ended 31 December 2018
for
Equality Now**

Wilkins Kennedy Audit Services
Statutory Auditor
The Mill House
Boundary Road
Loudwater
High Wycombe
Bucks.
HP10 9QN

Equality Now

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Equality Now
Report of the Trustees
for the Year Ended 31 December 2018

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2018. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The charity's objects are specifically restricted to the promotion of the domestic human rights and international human rights of women and in particular:

(a) to advance the education of the public by carrying out research into the maintenance and observance of human rights, particularly as relates to women, and to publish the useful results of such research;

(b) to promote international human rights for the benefit of the public by raising public awareness of international human rights, particularly as relates to women, by disseminating materials regarding the human rights of women and the violation of such human rights;

(c) to procure, through international human rights advocacy, the abolition of discrimination and violence against women; and

(d) to provide relief to needy victims of breaches of human rights, particularly women.

Significant activities

Equality Now works to end violence and discrimination against women through the mobilisation of public pressure.

Issues of concern to Equality Now include:

- Rape
- Domestic violence
- Reproductive rights
- Trafficking
- Female genital mutilation
- Political participation
- Sex discrimination

Public benefit

The trustees have complied with their duty under the Charities Act 2011 to have due regard to public benefit guidance.

Equality Now

Report of the Trustees for the Year Ended 31 December 2018

OBJECTIVES AND ACTIVITIES

Introduction to Equality Now

Equality Now was incorporated in England and Wales in October 2003 and obtained charity status in January 2005. The board of trustees comprises 5 women and men leaders from around the world, including from Costa Rica, Kenya, Pakistan and the US. Our mandate is to promote the human rights of women and girls. We aim to do this by researching violations of the human rights of girls and women, publishing and distributing the outcome of our research through the issue of short documents (Equality Actions) and building a worldwide network of supporters who want to advocate for women's rights. Providing information and a channel for advocacy are the first steps to achieving change. Since we consider access to information critical in the promotion of rights, membership in Equality Now is free and also available to the general public via our website; www.equalitynow.org. We also join with other women's and human rights groups in advocacy which seeks to foster a climate of respect for women's rights.

Our four programme areas are focused on: legal equality, ending sexual violence, ending harmful practices such as female genital mutilation, child "marriage" and trafficking, particularly for sexual exploitation. We add an international layer of support to work being carried out by grassroots organisations and our goals are led by local needs and priorities. We work where we believe we can have the most impact to help improve the lives of a significant number of girls and women and in areas which we feel our campaigns can make a difference. Equality Now is also registered with the United Nations and takes advantage of critical opportunities, such as meetings of various human rights committees and the annual Commission on the Status of Women, to bring issues of concern into the international arena and to link up with other groups working on similar concerns. Equality Now also has offices in New York and Nairobi and a presence in Amman and Washington, DC.

Equality Now

Report of the Trustees for the Year Ended 31 December 2018

ACHIEVEMENT AND PERFORMANCE

Review of Charitable activities

We continued our focus on laws on sexual violence around the world and the revocation of laws that exempt a rapist from punishment if he marries his victim as well as addressing other barriers to accessing justice. In November, Equality Now organised in Georgia a convening of women's rights groups and lawyers representing countries from the ex Soviet bloc to validate the findings of a report researched and written by Equality Now on laws and practices on sexual violence in the region. The convening also suggested further ways to address the problems identified. The report and strategies will inform imminent work planned in 2019 in Eurasia and support country specific campaigns for legal reform as well as better implementation of the law.

We continued a project in Mauritania and Benin to address harmful practices, including FGM and child "marriage", with Comic Relief Maanda funds.

We continued our work to prevent trafficking and commercial sexual exploitation, submitting information to various consultations in support of a model that promotes sex equality. In March, staff briefed the CEDAW committee in Geneva on its experiences on trafficking for sexual exploitation. In June, Equality Now participated in a side event at the Human Rights Council organised by the Mission of Belarus to the UN to promote the importance of victim centred approaches to trafficking. In June also, the End Sex Trafficking Programme Officer addressed parliamentarians and Ministers in South Africa at the invitation of the Catholic Parliamentarian Liaison to present different models that promote sex equality. In July the Global Lead to End Sex Trafficking participated in a CEDAW Experts' Group meeting in Vilnius to inform a new General Recommendation of the CEDAW Committee on trafficking in the context of global migration. Equality Now also made a formal written submission to the Committee on this issue. Also in July, together with Rape Crisis England and Wales, Equality Now submitted a paper to the UK's International Development Committee's Inquiry into Sexual Exploitation and Abuse in the Aid Sector. In November, the End Sex Trafficking Programme Officer travelled to Bulgaria at the invitation of the Women's Human Rights Training Institute to discuss with young lawyers from Eurasia and Malawi ways to connect the SDGs and international frameworks to reform laws and practices addressing prostitution. The office contributed a chapter to the Palgrave International Handbook on Trafficking entitled How Lifelong Discrimination and Legal Inequality Facilitate Sex Trafficking in Women and Girls. The Handbook is due for publication in February 2019.

Equality Now continues to be a member of the UK government's FGM Network and to engage with government on a range of issues, including the situation of access to justice for women survivors of sexual violence in the Sudan, the persecution of women's rights activists in Saudi Arabia and generally on the issue of trafficking domestically and globally. The Director participated as an expert in the British Council's roundtable discussion on Women and Power and Politics and at a Roundtable organised by the Equality and Justice Alliance on the reform of discriminatory laws in the Commonwealth. She also joined Oxfam's strategic litigation conference and its Action4Justice workshop.

Staff attended and contributed to several side events at the UN's Commission on the Status of Women. They gave several media interviews throughout the year and made several presentations to institutions and the public, including to the UK's Charities Aid Foundation relating to how businesses can integrate work to achieve the Sustainable Development Goals and in Amsterdam at Good Pitch Europe 2018, a network of change makers and European documentary filmmakers putting storytelling at the heart of social movements.

The office benefited from the assistance of 5 interns over the course of the year.

Equality Now
Report of the Trustees
for the Year Ended 31 December 2018

FINANCIAL REVIEW

Review of transactions and financial position

During the year, income of £1,051,999 was received, as well as £549,104 worth of donated services. This income was applied to the objects of the charity.

The net movement in unrestricted funds for the year, as shown in the Statement of Financial Activities, amounted to net incoming resources of £130,867 which has increased the unrestricted funds to £149,191.

Restricted funds stand at £55,224 at the year end.

The charity's net assets at 31 December 2018 were £204,415.

Reserves policy

The charity aims to hold reserves equivalent to 6 months expenditure.

During the coming year, efforts will continue to be directed towards increasing the level of reserves.

FUTURE PLANS

Equality Now's long-term aim is to create an environment where women's rights are respected and upheld. To achieve this, we will continue with targeted campaigns to promote the human rights of women and girls and will aim to expand our work with grassroots organisations.

Our focus for 2019 will be particularly to publish and build on the learning from the research on laws and practices on sexual violence in the countries of the former Soviet Union and develop advocacy for reform of any protection gaps in laws on sexual violence. We will aim to broaden our global reach, specifically developing further our partnerships with civil society, lawyers and others in Eurasia for joint collaborations.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is a company limited by guarantee governed by its Memorandum and Articles of Association dated 24 September 2003.

The Trustees unanimously approved by resolution changes to Equality Now's Articles of Association which simplified and clarified provisions regarding meetings and the scope of delegation of authority to the Executive Officer.

Recruitment and appointment of new trustees

Equality Now's board has a nominating committee which nominates new trustees for consideration by the full board. Suggestions come from staff and existing trustees and selection preference is given to those candidates who represent skills and geographical women's rights knowledge missing from the Board at any given time. The nominating committee interviews shortlisted candidates to ensure they have time to commit to the organisation and are committed to Equality Now's work and policies. Successful candidates are then recommended to the full board for approval.

Organisational structure

The board of trustees is responsible for deciding, with input from the staff, the strategic plan and general work orientation of the organisation as well as its policies. The staff makes day-to-day decisions and implements the plan and policies.

Induction and training of new trustees

New trustees are given an orientation pack, including organisational documents, policies, financial information and budget, which documents are discussed and any questions raised. Induction and training takes place at the annual board meeting. A training on governance is being planned which, together with a trustee self-evaluation, will identify areas of future focus.

Related parties

The charity has a close relationship with the Equality Now offices in New York and Nairobi.

Equality Now

Report of the Trustees for the Year Ended 31 December 2018

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Equality Now uses agreed international and regional human rights standards as well as countries' own legal provisions as benchmarks for its international advocacy. Extreme care is taken to verify the accuracy of everything we print, which is checked in broad consultation both internally and with outside experts.

The trustees have identified and reviewed the major risks facing the charity and have established internal controls to mitigate these risks. The trustees confirm that the controls implemented are appropriate to the size of the charity and the nature of its operations.

We reviewed and updated all our internal processes, procedures, data systems and documentation in order to comply with the GDPR when it came into force in May 2018. Equality Now complies with the GDPR as a controller and processor of data and we work with our suppliers and partner organisations to ensure they can meet these obligations. We are implementing the relevant policies and practices to ensure we protect any data handled for employees, donors, supporters, suppliers and partners.

All work saved to the computer network is backed up weekly onto an external hard drive. This hard drive is kept away from the premises in case of fire or other damage to the office computers or premises. A staff member has been designated responsible for health and safety and also as the fire marshall.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

04926476 (England and Wales)

Registered Charity number

1107613

Registered office

1 Birdcage Walk
London
SW1H 9JJ

Equality Now

Report of the Trustees for the Year Ended 31 December 2018

REFERENCE AND ADMINISTRATIVE DETAILS

Trustees

| | | |
|-----------------|------------|---------------------|
| Ms S A M Washi | Chair | - resigned 3.10.18 |
| Ms S Hassan | Chair | |
| Ms S Smalley | | - resigned 4.5.19 |
| Ms K Holden | | - resigned 5.5.18 |
| I Houghton | | - resigned 5.5.18 |
| Ms T S Lovatt | | - resigned 6.5.18 |
| Ms G Steinem | | - resigned 4.5.19 |
| M Stopford | | - resigned 5.5.18 |
| H Megally | | - resigned 5.5.18 |
| Ms D Feeney | Vice Chair | |
| D Kelly | Treasurer | |
| Ms S Lahorgue | | - resigned 4.5.19 |
| Ms C Jessee | | - appointed 5.5.18 |
| | | - resigned 4.5.19 |
| Ms C El Meouchi | | - appointed 5.5.18 |
| | | - resigned 4.5.19 |
| Ms L Stein | | - appointed 5.5.18 |
| | | - resigned 4.5.19 |
| Ms P Amira | | - appointed 27.2.18 |
| | | - resigned 4.5.19 |
| Ms Y Hassan | | - appointed 4.5.19 |
| Ms W Lichuma | | - appointed 4.5.19 |

Members

At 31 December 2018, there were ten members of the charity. The liability of each of the members of the charity in the event of a winding-up is limited by guarantee to £1.

Auditors

Wilkins Kennedy Audit Services
Statutory Auditor
The Mill House
Boundary Road
Loudwater
High Wycombe
Bucks.
HP10 9QN

Bankers

Lloyds Bank
The Strand London
Villiers House
48-49 Strand
London
WC2N 5LL

Equality Now

Report of the Trustees for the Year Ended 31 December 2018

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees (who are also the directors of Equality Now for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Wilkins Kennedy Audit Services, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on and signed on its behalf by:

.....

D Kelly - Trustee

Report of the Independent Auditors to the Members of Equality Now

Opinion

We have audited the financial statements of Equality Now (the 'charitable company') for the year ended 31 December 2018 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2018 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

Report of the Independent Auditors to the Members of Equality Now

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Martin Sheehy FCA FCCA MBA (Senior Statutory Auditor)
for and on behalf of Wilkins Kennedy Audit Services
Statutory Auditor
The Mill House
Boundary Road
Loudwater
High Wycombe
Bucks.
HP10 9QN

Date:

Equality Now

Statement of Financial Activities (Incorporating an Income and Expenditure Account) for the Year Ended 31 December 2018

| | Notes | Unrestricted fund £ | Restricted fund £ | 2018 Total funds £ | 2017 Total funds £ |
|------------------------------------|-------|---------------------------|-------------------------|-----------------------------|-----------------------------|
| INCOME AND ENDOWMENTS FROM | | | | | |
| Donations and legacies | 3 | 556,426 | - | 556,426 | 131,668 |
| Charitable activities | 5 | | | | |
| Programmes | | 2,750 | 115,256 | 118,006 | 662,950 |
| Investment income | 4 | 71 | - | 71 | 37 |
| Other income | | 449,775 | 476,825 | 926,600 | 570,363 |
| Total | | <u>1,009,022</u> | <u>592,081</u> | <u>1,601,103</u> | <u>1,365,018</u> |
| EXPENDITURE ON | | | | | |
| Charitable activities | 6 | | | | |
| Programmes | | 519,310 | 957,541 | 1,476,851 | 928,324 |
| Fundraising | | - | - | - | 26,890 |
| Management and Administration | | 358,845 | - | 358,845 | 59,860 |
| Total | | <u>878,155</u> | <u>957,541</u> | <u>1,835,696</u> | <u>1,015,074</u> |
| NET INCOME/(EXPENDITURE) | | <u>130,867</u> | <u>(365,460)</u> | <u>(234,593)</u> | <u>349,944</u> |
| RECONCILIATION OF FUNDS | | | | | |
| Total funds brought forward | | 18,324 | 420,684 | 439,008 | 89,064 |
| TOTAL FUNDS CARRIED FORWARD | | <u><u>149,191</u></u> | <u><u>55,224</u></u> | <u><u>204,415</u></u> | <u><u>439,008</u></u> |

The notes form part of these financial statements

Equality Now
Balance Sheet
At 31 December 2018

| | Notes | Unrestricted fund £ | Restricted fund £ | 2018 Total funds £ | 2017 Total funds £ |
|--|-------|---------------------------|-------------------------|-----------------------------|-----------------------------|
| FIXED ASSETS | | | | | |
| Tangible assets | 12 | 3,198 | - | 3,198 | 3,198 |
| CURRENT ASSETS | | | | | |
| Debtors | 13 | 151,525 | 61,330 | 212,855 | 277,862 |
| Cash at bank and in hand | | 76,406 | 13,984 | 90,390 | 300,254 |
| | | <u>227,931</u> | <u>75,314</u> | <u>303,245</u> | <u>578,116</u> |
| CREDITORS | | | | | |
| Amounts falling due within one year | 14 | (81,938) | (20,090) | (102,028) | (126,316) |
| | | <u>145,993</u> | <u>55,224</u> | <u>201,217</u> | <u>451,800</u> |
| NET CURRENT ASSETS | | | | | |
| | | <u>145,993</u> | <u>55,224</u> | <u>201,217</u> | <u>451,800</u> |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | 149,191 | 55,224 | 204,415 | 454,998 |
| CREDITORS | | | | | |
| Amounts falling due after more than one year | 15 | - | - | - | (15,990) |
| | | <u>149,191</u> | <u>55,224</u> | <u>204,415</u> | <u>439,008</u> |
| NET ASSETS | | | | | |
| | | <u>149,191</u> | <u>55,224</u> | <u>204,415</u> | <u>439,008</u> |
| FUNDS | 17 | | | | |
| Unrestricted funds | | | | 149,191 | 18,324 |
| Restricted funds | | | | <u>55,224</u> | <u>420,684</u> |
| TOTAL FUNDS | | | | <u>204,415</u> | <u>439,008</u> |

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies.

The financial statements were approved by the Board of Trustees on and were signed on its behalf by:

.....
D Kelly -Trustee

The notes form part of these financial statements

Equality Now

Cash Flow Statement for the Year Ended 31 December 2018

| | Notes | 2018 £ | 2017 £ |
|---|-------|------------------|----------------|
| Cash flows from operating activities: | | | |
| Cash generated from operations | 1 | (209,864) | 212,785 |
| Net cash provided by (used in) operating activities | | <u>(209,864)</u> | <u>212,785</u> |
| Cash flows from investing activities: | | | |
| Purchase of tangible fixed assets | | - | (3,198) |
| Net cash provided by (used in) investing activities | | <u>-</u> | <u>(3,198)</u> |
| Change in cash and cash equivalents in the reporting period | | <u>(209,864)</u> | <u>209,587</u> |
| Cash and cash equivalents at the beginning of the reporting period | | <u>300,254</u> | <u>90,667</u> |
| Cash and cash equivalents at the end of the reporting period | | <u>90,390</u> | <u>300,254</u> |

The notes form part of these financial statements

Equality Now

Notes to the Cash Flow Statement for the Year Ended 31 December 2018

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

| | 2018 £ | 2017 £ |
|---|------------------|----------------|
| Net income/(expenditure) for the reporting period (as per the statement of financial activities) | (234,593) | 349,944 |
| Adjustments for: | | |
| Decrease in debtors | 65,007 | 304,043 |
| Decrease in creditors | (40,278) | (441,202) |
| Net cash provided by (used in) operating activities | <u>(209,864)</u> | <u>212,785</u> |

Equality Now

Notes to the Financial Statements for the Year Ended 31 December 2018

1. STATUTORY INFORMATION

Equality Now is a company limited by guarantee registered in England and Wales. The company registration number and registered office can be found in the Report of the Trustees.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All incoming resources are included on the Statement of Financial Activities when the charity is legacy entitled to the income and the amount can be quantified with reasonable accuracy.

Grant income, other than capital grants, is recognised in the Statement of Financial Activities as soon as it is receivable unless there are requirements of the funder related to performance and specific deliverables. These grants are accounted for as the charity earns the right to consideration by its performance, adjusted to reflect the time value of money. Where the income is received in advance of its recognition, it is deferred and included in creditors. Where entitlement occurs before the income is received, the income is accrued and included in debtors.

Donations are credited to the Statement of Financial Activities in the period in which they are received.

Donated services are credited to the Statement of Financial Activities based on the time spent volunteering for the charity and the fair market value of the services.

Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Resources expended and the corresponding liability are recognised in period in which they are incurred. Management and administration costs include expenditure on general administration, management and compliance with constitutional and statutory requirements.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

| | |
|--------------------------|--|
| Improvements to property | - 5 years or remainder of lease if shorter |
| Computer equipment | - 25% on cost |

Taxation

The charity is exempt from corporation tax on its charitable activities.

Notes to the Financial Statements - continued
for the Year Ended 31 December 2018

2. ACCOUNTING POLICIES - continued

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Foreign currencies

Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction. Exchange differences are taken into account in arriving at the operating result.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

3. DONATIONS AND LEGACIES

| | 2018 £ | 2017 £ |
|---------------------------------|----------------|----------------|
| Donations | 6,190 | 8,540 |
| Gift aid | 1,132 | 1,435 |
| Donated services and facilities | 549,104 | 121,693 |
| | <u>556,426</u> | <u>131,668</u> |

Donated Services

During the year the charity benefitted from £549,104 (2017: £121,693) worth of donated legal services.

4. INVESTMENT INCOME

| | 2018 £ | 2017 £ |
|--------------------------|-----------|-----------|
| Deposit account interest | <u>71</u> | <u>37</u> |

5. INCOME FROM CHARITABLE ACTIVITIES

| | Activity | 2018 £ | 2017 £ |
|--------|------------|----------------|----------------|
| Grants | Programmes | <u>118,006</u> | <u>662,950</u> |

Equality Now

Notes to the Financial Statements - continued for the Year Ended 31 December 2018

5. INCOME FROM CHARITABLE ACTIVITIES - continued

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

| | 2018 £ | 2017 £ |
|-------------------------------------|----------------|----------------|
| Comic Relief | - | 538,870 |
| Other grants | 2,750 | 3,000 |
| Swedish Postcode Lottery Foundation | 115,256 | 121,080 |
| | <u>118,006</u> | <u>662,950</u> |

6. CHARITABLE ACTIVITIES COSTS

| | Direct costs £ | Grant funding of activities (See note 7) £ | Support costs (See note 8) £ | Totals £ |
|-------------------------------|-------------------|---|---------------------------------------|------------------|
| Programmes | 1,090,707 | 386,144 | - | 1,476,851 |
| Management and Administration | - | - | 358,845 | 358,845 |
| | <u>1,090,707</u> | <u>386,144</u> | <u>358,845</u> | <u>1,835,696</u> |

7. GRANTS PAYABLE

| | 2018 £ | 2017 £ |
|------------|----------------|----------------|
| Programmes | <u>386,144</u> | <u>340,289</u> |

The total grants paid to institutions during the year was as follows:

| | 2018 £ | 2017 £ |
|-----------------------|----------------|----------------|
| Equality Now Nairobi | 172,564 | 170,220 |
| Other grants | 213,580 | 172,230 |
| Equality Now New York | - | (2,161) |
| | <u>386,144</u> | <u>340,289</u> |

The 'other grants' are grants paid from the Comic Relief funding in accordance with the grant application. The grants are paid to the following organisations:

| | £ |
|----------|----------------|
| AMDH | 71,508 |
| WILDAF | 68,359 |
| BWA | 29,759 |
| LECORVAW | 43,954 |
| | <u>213,580</u> |

Equality Now

Notes to the Financial Statements - continued for the Year Ended 31 December 2018

8. SUPPORT COSTS

| | Management £ | Governance costs £ | Totals £ |
|-------------------------------|-----------------|--------------------------|----------------|
| Management and Administration | 353,890 | 4,955 | 358,845 |
| | <u>353,890</u> | <u>4,955</u> | <u>358,845</u> |

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

| | 2018 £ | 2017 £ |
|------------------------|--------------|--------------|
| Auditors' remuneration | 3,900 | 3,930 |
| | <u>3,900</u> | <u>3,930</u> |

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2018 nor for the year ended 31 December 2017 .

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2018 nor for the year ended 31 December 2017 .

11. STAFF COSTS

| | 2018 £ | 2017 £ |
|-----------------------|----------------|----------------|
| Wages and salaries | 601,944 | 397,534 |
| Social security costs | 59,487 | 41,239 |
| Other pension costs | 22,889 | 13,480 |
| | <u>684,320</u> | <u>452,253</u> |

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

| 2018 | 2017 |
|-----------|----------|
| 11 | 7 |
| <u>11</u> | <u>7</u> |

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

| | 2018 | 2017 |
|--------------------|----------|----------|
| £70,001 - £80,000 | 1 | 1 |
| £80,001 - £90,000 | 1 | 1 |
| £90,001 - £100,000 | 1 | - |
| | <u>3</u> | <u>2</u> |

**Notes to the Financial Statements - continued
for the Year Ended 31 December 2018**

12. TANGIBLE FIXED ASSETS

| | Improvements to property £ | Computer equipment £ | Totals £ |
|--|----------------------------------|----------------------------|--------------|
| COST | | | |
| At 1 January 2018 and 31 December 2018 | <u>3,198</u> | <u>6,432</u> | <u>9,630</u> |
| DEPRECIATION | | | |
| At 1 January 2018 and 31 December 2018 | <u>-</u> | <u>6,432</u> | <u>6,432</u> |
| NET BOOK VALUE | | | |
| At 31 December 2018 | <u>3,198</u> | <u>-</u> | <u>3,198</u> |
| At 31 December 2017 | <u>3,198</u> | <u>-</u> | <u>3,198</u> |

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 2018 £ | 2017 £ |
|---------------|----------------|----------------|
| Other debtors | <u>212,855</u> | <u>277,862</u> |

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 2018 £ | 2017 £ |
|------------------------------|----------------|----------------|
| Trade creditors | 6,977 | - |
| Other creditors | 65,080 | 3,205 |
| Accruals and deferred income | 29,971 | 123,111 |
| | <u>102,028</u> | <u>126,316</u> |

15. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

| | 2018 £ | 2017 £ |
|-----------------|-----------|---------------|
| Other creditors | <u>-</u> | <u>15,990</u> |

16. LEASING AGREEMENTS

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

| | 2018 £ | 2017 £ |
|----------------------------|---------------|----------------|
| Within one year | 29,350 | 29,782 |
| Between one and five years | 61,146 | 91,252 |
| | <u>90,496</u> | <u>121,034</u> |

Notes to the Financial Statements - continued
for the Year Ended 31 December 2018

17. MOVEMENT IN FUNDS

| | At 1.1.18 £ | Net movement in funds £ | At 31.12.18 £ |
|---------------------------|----------------|----------------------------------|------------------|
| Unrestricted funds | | | |
| General fund | 18,324 | 130,867 | 149,191 |
| Restricted funds | | | |
| Restricted | 420,684 | (365,460) | 55,224 |
| TOTAL FUNDS | <u>439,008</u> | <u>(234,593)</u> | <u>204,415</u> |

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

| | Incoming resources £ | Resources expended £ | Movement in funds £ |
|---------------------------|----------------------------|----------------------------|---------------------------|
| Unrestricted funds | | | |
| General fund | 1,009,022 | (878,155) | 130,867 |
| Restricted funds | | | |
| Restricted | 592,081 | (957,541) | (365,460) |
| TOTAL FUNDS | <u>1,601,103</u> | <u>(1,835,696)</u> | <u>(234,593)</u> |

Comparatives for movement in funds

| | At 1.1.17 £ | Net movement in funds £ | At 31.12.17 £ |
|---------------------------|----------------|----------------------------------|------------------|
| Unrestricted Funds | | | |
| General fund | (53,149) | 71,473 | 18,324 |
| Restricted Funds | | | |
| Restricted | 142,213 | 278,471 | 420,684 |
| TOTAL FUNDS | <u>89,064</u> | <u>349,944</u> | <u>439,008</u> |

Equality Now

Notes to the Financial Statements - continued for the Year Ended 31 December 2018

17. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

| | Incoming resources £ | Resources expended £ | Movement in funds £ |
|---------------------------|----------------------------|----------------------------|---------------------------|
| Unrestricted funds | | | |
| General fund | 374,406 | (302,933) | 71,473 |
| Restricted funds | | | |
| Restricted | 990,612 | (712,141) | 278,471 |
| TOTAL FUNDS | <u>1,365,018</u> | <u>(1,015,074)</u> | <u>349,944</u> |

A current year 12 months and prior year 12 months combined position is as follows:

| | At 1.1.17 £ | Net movement in funds £ | At 31.12.18 £ |
|---------------------------|----------------|----------------------------------|------------------|
| Unrestricted funds | | | |
| General fund | (53,149) | 202,340 | 149,191 |
| Restricted funds | | | |
| Restricted | 142,213 | (86,989) | 55,224 |
| TOTAL FUNDS | <u>89,064</u> | <u>115,351</u> | <u>204,415</u> |

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

| | Incoming resources £ | Resources expended £ | Movement in funds £ |
|---------------------------|----------------------------|----------------------------|---------------------------|
| Unrestricted funds | | | |
| General fund | 1,383,428 | (1,181,088) | 202,340 |
| Restricted funds | | | |
| Restricted | 1,582,693 | (1,669,682) | (86,989) |
| TOTAL FUNDS | <u>2,966,121</u> | <u>(2,850,770)</u> | <u>115,351</u> |

18. RELATED PARTY DISCLOSURES

During the year the charity received funds from Equality Now New York totalling £925,331 (2017: £570,000). At the balance sheet date, a balance of £60,471 (2017: £nil) was owed to Equality Now New York.

Also during the year the charity made grants to Equality Now Nairobi of £171,866 (2017: £170,220).