

Charity registration number SC046683 (Scotland)

Company registration number SC536028 (Scotland)

FIFE CENTRE FOR EQUALITIES
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

FIFE CENTRE FOR EQUALITIES

CONTENTS

	Page
Trustees report	1 - 5
Independent examiner's report	6
Statement of financial activities	7 - 8
Balance sheet	9
Notes to the financial statements	10 - 19

FIFE CENTRE FOR EQUALITIES

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2023

The trustees present their annual report and financial statements for the year ended 31 March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) 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 2019)".

Objectives and activities

The objects of the charity are:

- i. The advancement of citizenship or community development by raising awareness and understanding amongst all communities and community groups in Fife of equality and diversity;
- ii. The promotion of equality and diversity through provision of access to appropriate information, assistance and training to communities and community groups in support of fair and inclusive community development.

Fife Centre for Equalities' strategic outcomes in 2022-2023 were:

1. Individuals feel respected, safe and have the freedom to lead a fulfilling life where they live, work or study.
2. Individuals and groups feel better connected and are able to contribute to public policy and the planning and delivery of local services.
3. Groups, whether already established or just getting started, have the tools they need to engage with their local community in a positive and inclusive way.
4. Third, public and private sector organisations demonstrate best practice in equality, diversity and inclusion.
5. FCE is recognised as a centre of excellence for championing equality, diversity and social justice.

Achievements and performance

Fife Centre for Equalities (FCE), in 2022, focussed on rebuilding and reconnecting local communities and services, with a focus on communications and accessibility to support Fife's recovery from the impact of COVID-19.

FCE continued to adapt operations and service delivery in order to connect with communities and encourage both access to local services and participation in service design.

Over 2022-2023, we made improvements to our IT and monitoring systems in order to improve reporting on support given and required by equality groups in Fife.

Between 2021 and 2022, we received £130,804 from Fife Council (Communities & Neighbourhoods) as Year 2 of 3 of our Service Level Agreement, running in the period April 2021 to March 2024. FCE's Service Level Agreement has links with both the Fife Council's Recovery and Renewal Priorities (2021-24) and to the Local Community Plan:

FIFE CENTRE FOR EQUALITIES

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Links to Fife Council's Recovery and Renewal Priorities (2021-24):

- Leading Economic Recovery - FCE will continue to work with No One Left Behind partners to support people with protected characteristics to be more economically active.
- Tackling poverty and crisis prevention - FCE will continue to support the work of Adult Support and Protection Committee, Child Poverty Partnership, Communities and Wellbeing Partnership, CLD Partnership, Community Safety Partnership, Fife Contest Partnership and Fife Violence Against Women Partnership and ensure that the experiences of people with protected characteristics are reflected in the actions designed by these partnerships.
- Community Wealth Building - FCE will contribute to the community wealth building by providing relevant equality statistical information to Senior Equalities Group to support inclusive participatory budgeting and local planning.

Links to Local Community Plan

FCE is funded by the Communities & Neighbourhoods Service and specifically through the Community Investment Team. The project links directly to the Council's corporate Equality and Diversity Outcomes (2021-2024) which was approved by Policy & Co-ordination Committee in June 2021. There are five specific actions in the equality and diversity outcomes document which FCE will contribute to through the SLA components.

1. Fife's communities are provided with services and information accessible to them particularly those who face barriers through disability, language and digital exclusion.
2. Women and girls live free from all forms of violence and abuse – and the attitudes that help perpetuate it.
3. Fife's communities (including people from the protected characteristics) have increased confidence to participate in decision making, their human rights respected and have an improved quality of life.
4. The Council understands its workforce better and it reflects the diversity of the local population.
5. Raising educational achievement and attainment particularly for those in their early years or in early learning and childcare.

FIFE CENTRE FOR EQUALITIES

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Below are the key highlights of our achievements we made in fulfilling our SLA from 1 April 2022 to 31 March 2023:

The FCE website continues to improve reach with 25,785 views by users (increase of 5000 over the previous year), 11,128 unique visitors. 71 blog posts were published throughout the year.

The most engaged-with content included:

- Equality Testers
- Diversity Week Fife
- Minority Ethnic 60+ Project
- Fife Refugees Community Resources

On social media, Fife Centre for Equalities Currently has 1,392 likes and 1,670 followers on their Facebook page. Within the main page, FCE hosts the Equality Collective and Fife Women's Tent groups, which have 398 and 872 members, respectively. On the FCE Facebook, we reached 40,826 people with our posts. The FCE Twitter account currently sits at 695 followers, reaching 12,276 unique visitors. The FCE Newsletter currently has 1,011 subscribers to its monthly and weekly updates.

In celebration of Black History Month 2022, FCE launched a month-long campaign to raise awareness and encourage individuals and groups to take part in the wide range of celebrations, awareness-raising events, workshops, educational sessions and more. These were published via the FCE Website. In total six blog posts were published, ranging from local events such as the Fife Afro-Caribbean Network's Events to the Fife Cultural Trusts' online exhibition on the history of slavery and colonialism in Scotland. In total these blog posts were accessed 448 times across our website.

Fife Equalities Forum continues to foster good conversations and networking between equality groups and organisations, with membership of around 40 active organisations. Monthly meetings take place online and in person on occasion.

Fife Women's Tent (formerly known as the Fife Women and Inclusion in Politics) continue to grow to 804 members by 31 March 2023.

FCE continued to support No One Left Behind organisations in their Equality Pathfinders learning, guiding local employability organisations with their bespoke pathways to become more inclusive.

FCE continued to develop the Minority Ethnic 60+ Project, with more overlapping between projects, FCE's Get Togethers and the Equality Collective.

This years' theme for Diversity Week Fife was 'Reconnect,' held from 5 September to 11 September, and marks FCE shifting focus on inclusion project led by partners in Fife to help communities reconnect in person with their services and activities.

For more details the projects highlighted above and further activities by FCE, visit the FCE Publication Page (<https://centreforequalities.org.uk/fce-publications-page/>)

FIFE CENTRE FOR EQUALITIES

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Financial review

The results for the year are set out on page 7. The Directors consider the state of affairs of the charity to be satisfactory.

Principal funding sources

The charity's principal funding comes from Fife Council in the form of a recurring grant to deliver the core services and ad-hoc grants to deliver specific projects.

Reserves/Investment policy

The aim of the Directors is to establish a level of reserves to provide for business continuity in the future. Funds are kept in bank deposits. The Directors, in planning for future expenditure, have set a target to maintain reserves at a minimum of £100,188 which they believe is sufficient to meet any costs associated with closing operations.

Structure, governance and management

Fife Centre for Equalities is a Scottish company, limited by guarantee, incorporated on 20 May 2016 and is a registered Scottish charity. The company received charitable status on 6 July 2016. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

Trustees

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

A Barker
L Ryan
S Akbar
S Piercy
J Docherty
K Freeman
G Agnew
V Hobba

Trustees are made aware of the practical work of the charity. The trustees receive guidance and training to allow them to carry out their role.

The Trustees are responsible for the overall governance of the charity and receive regular reports from the Management Team.

Risk management

The organisation has an established risk management procedure and risk matrix document which is maintained and reviewed by Directors at least four times each year. It covers health and safety, premises, IT systems, reputation, governance and compliance as well as financial risks to the charity.

FIFE CENTRE FOR EQUALITIES

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

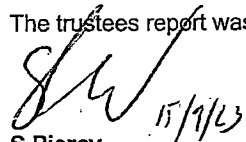
Recognition and thanks

The Directors would like to express their thanks to those who have worked with us during the year. We'd particularly like to thank the volunteers and third sector organisations that work tirelessly to improve our communities and the opportunities for the people of Fife.

We would also like to thank our funders and strategic partners for their continued support.

The Directors are particularly appreciative of the hard work and commitment of our staff, placements and volunteers who have made all our achievements possible.

The trustees report was approved by the Board of Trustees.



S Piercy

Trustee

Dated: 15 September 2023

FIFE CENTRE FOR EQUALITIES

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF FIFE CENTRE FOR EQUALITIES

I report on the financial statements of the charity for the year ended 31 March 2023, which are set out on pages 7 to 19.

Respective responsibilities of trustees and examiner

The charity's trustees, who are also the directors of Fife Centre for Equalities for the purposes of company law, are responsible for the preparation of the financial statements in accordance with the terms of the Charities and Trustee Investments (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006. The trustees consider that the audit requirement of Regulation 10(1)(a) to (c) of the 2006 Accounts Regulations does not apply. It is my responsibility to examine the financial statements as required under section 44(1)(c) of the Act and to state whether particular matters have come to my attention.

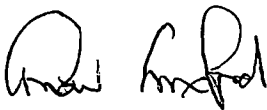
Basis of independent examiner's statement

My examination is carried out in accordance with Regulation 11 of the 2006 Accounts Regulations. 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 seeks 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 I do not express an audit opinion on the view given by the financial statements.

Independent examiner's statement

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

- (a) which gives me reasonable cause to believe that in any material respect the requirements:
 - (i) to keep accounting records in accordance with section 44(1) (a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations; and
 - (ii) to prepare financial statements which accord with the accounting records and comply with Regulation 8 of the 2006 Accounts Regulations;have not been met or
- (b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.



Andrew Croxford CA
Thomson Cooper Accountants
3 Castle Court
Carnegie Campus
Dunfermline
Fife
KY11 8PB

Dated: 15 September 2023

FIFE CENTRE FOR EQUALITIES

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

Current financial year

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Total 2022 £
Income from:					
Donations and legacies	2	131,804	60,327	192,131	232,593
Charitable activities	3	3,750	-	3,750	6,250
Investments	4	852	-	852	17
Total income		<u>136,406</u>	<u>60,327</u>	<u>196,733</u>	<u>238,860</u>
Expenditure on:					
Charitable activities	5	148,692	51,287	199,979	201,323
Net (expenditure)/income for the year/ Net movement in funds		(12,286)	9,040	(3,246)	37,537
Fund balances at 1 April 2022		<u>148,087</u>	<u>48,462</u>	<u>196,549</u>	<u>159,012</u>
Fund balances at 31 March 2023		<u><u>135,801</u></u>	<u><u>57,502</u></u>	<u><u>193,303</u></u>	<u><u>196,549</u></u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

FIFE CENTRE FOR EQUALITIES

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

Prior financial year		Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
	Notes			
Income from:				
Donations and legacies	2	161,804	70,789	232,593
Charitable activities	3	6,250	-	6,250
Investments	4	17	-	17
Total income		<u>168,071</u>	<u>70,789</u>	<u>238,860</u>
Expenditure on:				
Charitable activities	5	166,295	35,028	201,323
Net (outgoing)/incoming resources before transfers		<u>1,776</u>	<u>35,761</u>	<u>37,537</u>
Net (expenditure)/income for the year/ Net movement in funds		1,776	35,761	37,537
Fund balances at 1 April 2021		<u>146,311</u>	<u>12,701</u>	<u>159,012</u>
Fund balances at 31 March 2022		<u><u>148,087</u></u>	<u><u>48,462</u></u>	<u><u>196,549</u></u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

FIFE CENTRE FOR EQUALITIES

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023		2022	
		£	£	£	£
Fixed assets					
Tangible assets	10		2,319		1,793
Current assets					
Debtors	11	3,850		866	
Cash at bank and in hand		189,908		201,130	
		<u>193,758</u>		<u>201,996</u>	
Creditors: amounts falling due within one year	12	<u>(2,774)</u>		<u>(7,240)</u>	
Net current assets			190,984		194,756
Total assets less current liabilities			<u>193,303</u>		<u>196,549</u>
Income funds					
Restricted funds	13		57,502		48,462
Unrestricted funds	14		135,801		148,087
			<u>193,303</u>		<u>196,549</u>

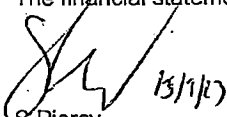
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2023.

The trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, 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 financial statements, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 15 September 2023.


S Piercy
Trustee

Company Registration No. SC536028

FIFE CENTRE FOR EQUALITIES

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

Charity information

Fife Centre for Equalities is a private company limited by guarantee incorporated in Scotland. The registered office is New Volunteer House, 16 East Fergus Place, Kirkcaldy, KY1 1XT.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) 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 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements. The trustees have considered a period of 12 months from the date of approval of the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

FIFE CENTRE FOR EQUALITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.5 Resources expended

Overheads and salaries are allocated to funds in accordance with the understandings with local and central government authorities and with other funders and where possible directly to charitable or administrative expenses. When this has not been possible, an estimate based on staff time has been made of the proportion to be charged to each activity. Support costs are those costs incurred directly in support of the objects of the charity and are charged within the appropriate overhead, together with direct charitable expenditure.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	25% Straight Line
Computers	33.33% Straight Line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

FIFE CENTRE FOR EQUALITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

Basic financial liabilities

Basic financial liabilities are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

1.10 Employee benefits

Where material, the cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2023	2023	2023	2022	2022	2022
	£	£	£	£	£	£
Donations and gifts	-	-	-	1,000	-	1,000
Grants Receivable	131,804	60,327	192,131	160,804	70,789	231,593
	<u>131,804</u>	<u>60,327</u>	<u>192,131</u>	<u>161,804</u>	<u>70,789</u>	<u>232,593</u>

3 Charitable activities

	2023	2022
	£	£
Other income	<u>3,750</u>	<u>6,250</u>

4 Investments

	2023	2022
	£	£
Interest receivable	<u>852</u>	<u>17</u>

FIFE CENTRE FOR EQUALITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

5 Charitable activities

	Promotion of awareness and equality 2023 £	Promotion of awareness and equality 2022 £
Staff costs	148,649	153,898
Depreciation and impairment	1,751	1,220
Travel costs	1,112	352
Activities	7,241	1,029
Property costs	7,690	7,762
Telephone	495	1,224
Insurance	1,333	1,205
ICT Support	3,035	2,069
Sundry Expenses	4,393	7,805
Event costs	1,069	1,039
Printing and stationery	1,147	764
	<u>177,915</u>	<u>178,367</u>
Share of support costs (see note 6)	19,764	19,836
Share of governance costs (see note 6)	2,300	3,120
	<u>199,979</u>	<u>201,323</u>
Analysis by fund		
Unrestricted funds	148,692	166,295
Restricted funds	51,287	35,028
	<u>199,979</u>	<u>201,323</u>

FIFE CENTRE FOR EQUALITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

6 Support costs	Support costs £	Governance costs £	2023 £	Basis of allocation
Staff costs	16,518	-	16,518	10% of Total
Depreciation	194	-	194	10% of Total
Event costs	923	-	923	10% of Total
Stationery and printing	127	-	127	10% of Total
Telephone	55	-	55	10% of Total
Travel	123	-	123	10% of Total
Property costs	854	-	854	10% of Total
Insurance	148	-	148	10% of Total
ICT Support	337	-	337	10% of Total
Sundry	485	-	485	10% of Total
Audit fees	-	300	300	Governance
Independent Examination Fees	-	2,000	2,000	Governance
	<u>19,764</u>	<u>2,300</u>	<u>22,064</u>	

For the year ended 31 March 2022

	Support costs £	Governance costs £	2022 £	Basis of allocation
Staff costs	17,073	-	17,073	10% of Total
Depreciation	136	-	136	10% of Total
Event costs	230	-	230	10% of Total
Stationery and printing	85	-	85	Direct
Telephone	136	-	136	Direct
Travel	39	-	39	10% of Total
Property costs	784	-	784	10% of Total
Insurance	143	-	143	10% of Total
ICT Support	267	-	267	10% of Total
Sundry	943	-	943	10% of Total
Audit fees	-	3,120	3,120	Governance
	<u>19,836</u>	<u>3,120</u>	<u>22,956</u>	

The charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Refer to the table above for the basis of apportionment and the analysis of support and governance costs.

During the year it was decided to allocate 10% of total costs to support costs.

7 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

FIFE CENTRE FOR EQUALITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

8 Employees

Number of employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Charitable staff	9	8

Employment costs

	2023 £	2022 £
Wages and salaries	151,796	151,379
Social security costs	6,136	12,006
Other pension costs	7,235	7,586
	<u>165,167</u>	<u>170,971</u>

No employee received emoluments above £60,000.

The key management personnel of the charity comprise the directors. The total employee benefits of the key management personnel of the charity were £nil.

9 Taxation

The company has been granted exemption from tax under sections 466 to 493 of the Corporation Tax Act 2010.

10 Tangible fixed assets

	Fixtures and fittings £	Computers £	Total £
Cost			
At 1 April 2022	10,752	9,597	20,349
Additions	1,703	767	2,470
At 31 March 2023	<u>12,455</u>	<u>10,364</u>	<u>22,819</u>
Depreciation and impairment			
At 1 April 2022	10,472	8,083	18,555
Depreciation charged in the year	652	1,293	1,945
At 31 March 2023	<u>11,124</u>	<u>9,376</u>	<u>20,500</u>
Carrying amount			
At 31 March 2023	<u>1,331</u>	<u>988</u>	<u>2,319</u>
At 31 March 2022	<u>280</u>	<u>1,513</u>	<u>1,793</u>

FIFE CENTRE FOR EQUALITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

11 Debtors	2023	2022
	£	£
Amounts falling due within one year:		
Other debtors	2,861	-
Prepayments and accrued income	989	866
	<u>3,850</u>	<u>866</u>
	<u><u>3,850</u></u>	<u><u>866</u></u>
12 Creditors: amounts falling due within one year	2023	2022
	£	£
Other taxation and social security	-	3,415
Accruals and deferred income	2,774	3,825
	<u>2,774</u>	<u>7,240</u>
	<u><u>2,774</u></u>	<u><u>7,240</u></u>

FIFE CENTRE FOR EQUALITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

13 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			
	Balance at 1 April 2022	Incoming resources	Resources expended	Balance at 31 March 2023
	£	£	£	£
Bemis	219	-	-	219
Centenary Grant - Women In Politics	2,051	-	-	2,051
Workplace Equality Fund	3,146	-	(40)	3,106
Women in Politics	680	-	-	680
Minority Ethnic Older People	27,472	60,327	(42,673)	45,126
Women Returners	1,879	-	-	1,879
Fife Voluntary Action	1,007	-	-	1,007
Fife Equality Community Grant	2,586	-	(540)	2,046
Fife Womens Tent	9,422	-	(8,034)	1,388
	<u>48,462</u>	<u>60,327</u>	<u>(51,287)</u>	<u>57,502</u>

For the year ended 31 March 2022

	Movement in funds			
	Balance at 1 April 2021	Incoming resources	Resources expended	Balance at 31 March 2022
	£	£	£	£
Bemis	219	-	-	219
Centenary Grant - Women In Politics	2,051	-	-	2,051
Workplace Equality Fund	3,200	-	(54)	3,146
Women in Politics	680	-	-	680
Minority Ethnic Older People	3,167	50,114	(25,809)	27,472
Women Returners	2,377	-	(498)	1,879
Fife Voluntary Action	1,007	-	-	1,007
Fife Equality Community Grant	-	10,000	(7,414)	2,586
Fife Womens Tent	-	10,675	(1,253)	9,422
	<u>12,701</u>	<u>70,789</u>	<u>(35,028)</u>	<u>48,462</u>

FIFE CENTRE FOR EQUALITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

13 Restricted funds

(Continued)

The Bemis Fund

Funding for a one off event in St Andrews to celebrate BEMIS Scotland's Winter Festivals and Fair Saturday.

EU Settlement (FMF)

A joint application with Fife Migrants Forum to advertise about the EU Settlement Scheme and supporting individuals with their applications in Fife.

Women In Politics

A project aimed to enable disabled, minority ethnic and transgender women to be more active in the community.

Workplace Equality Fund

Funding to enable work with Sky (Dunfermline) to better understand barriers to employment and put measures in place to address the low uptake of their job openings with minority ethnic residents in the areas surrounding Dunfermline and within community distance in Fife.

Minority Ethnic Older People

A project started in July 2020, funded by the National Lottery Community Fund, to support minority ethnic older people to access key information and services during the Covid pandemic. The project ended in March 2021. It received further funding from the NLCF from July 2021.

Women Returners

A short term project funded by Workplace Equality Fund to support women returners to access employment opportunities within Sky Dunfermline.

Fife Voluntary Action

A one-off grant to support the activities of Equality Collective, Fife Women's Tent and Minority Ethnic 60+ Project during the Covid pandemic.

Fife Equality Community Grant

A one-off project funded by the National Lottery Community Fund, supported by members of Fife Equalities Forum to distribute community grants for small community-led groups, for example, a peer support group or an informal walking group.

Fife Women's Tent

A project funded by Fife Voluntary Action enabling members of Fife Women's Tent to continue to promote positive, physical, emotional and mental wellbeing for disabled, minority ethnic, transgender and other marginalised women in Fife by encouraging them to make positive connections and support each other in these troubled times.

FIFE CENTRE FOR EQUALITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

14 General funds

For the year ended 31 March 2023

	Movement in funds			Balance at 31 March 2023 £
	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	
General Funds	148,087	136,406	(148,692)	135,801

For the year ended 31 March 2022

	Movement in funds			Balance at 31 March 2022 £
	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	
General Funds	146,311	168,071	(166,295)	148,087

15 Analysis of net assets between funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 31 March are represented by:						
Tangible assets	1,277	1,042	2,319	751	1,042	1,793
Current assets/(liabilities)	134,524	56,460	190,984	147,336	47,420	194,756
	<u>135,801</u>	<u>57,502</u>	<u>193,303</u>	<u>148,087</u>	<u>48,462</u>	<u>196,549</u>

16 Related party transactions

There were no disclosable related party transactions during the year (2022 - none).