Company registration number: 06464749
Charity registration number: 1135357

EQUALLY OURS
TRUSTEES' REPORT AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2026

Equally Ours
Contents

	Page
Reference and Administrative Details	1
Trustees' Report	2—11
Independent Examiner's Report	12
Statement of Financial Activities (including Income and Expenditure Account)	13
Comparative Statement of Financial Activities (including Income and Expenditure Account)	14
Balance Sheet	15
Notes to the Financial Statements	16—20
The following pages do not form part of the statutory accounts:	
Detailed Statement of Financial Activities (including Income and Expenditure Account)	21—22

Equally Ours
Reference and Administrative Details
For The Year Ended 31 March 2026

Trustees	Mr Mohammed Ibrahim Ali, Treasurer, co-opted Ms Kudsia Batool, elected Mr Colin Graham Davidson, elected, then co-opted from November 2025 Ms Natalie Sarah Cresswell, (resigned Nov 2025) Ms Anne Zarin Hainsworth Fadaei, elected Mr Stephen Walcott, elected Ms Julie Anne Bishop, Vice-Chair, (resigned Nov 2025) Ms Sonali Naik KC, Chair, co-opted Ms Sarah Juliet Mann, Vice-Chair from Nov 2025, elected Mr Andrew Copson, elected Ms Noella Rose Collingridge, trustee, elected November 2025 Ms Melanie Field, trustee, co-opted November 2025 Ms Fazilet Hadi, trustee, elected November 2025 Ms Elizabeth Alice Webb, trustee, elected November 2025
Registered Office	Equally Ours 82 Tanner Street London SE1 3GN
Charity Number	1135357
Company Number	06464749
Independent Examiner	Askir Ali Quilfords Limited Chartered Certified Accountants 113 Romford Road London E15 4LY
Bankers	Unity Trust Bank Plc Nine Brindley Place 4 Oozells Square B1 2HB

The trustees present their report and the financial statements for the year ended 31 March 2026.

Objectives and Activities

1. About Equally Ours
Equally Ours' vision is a just and compassionate society, where we are free from harm and can all contribute and flourish, whoever we are, whatever we believe in, and whatever we do or don't have. A society that is equally ours.
Our mission is to advance people's equality and human rights in the UK. We do this by connecting people and organisations, and using our collective evidence, expertise, strength, and influence to create change.
We are a network of member organisations, many of whom are themselves networks. We are a led by and for organisation, as are many of our members. All share a commitment to a rights-based approach to advancing social justice and improving people's lives. We also work with public bodies, the private sector, think tanks, and lawyers. We value the relationships we have with parliamentarians across parties, ministers and civil servants, and with the Equality and Human Rights Commission, contributing through dialogue, collaboration and, where needed, constructive challenge.

In line with our governing document, our charitable objects are:

• To promote for the benefit of the public equality and in particular the elimination of discrimination on the grounds of age, disability, gender (sex), gender identity, race, religion or belief, and sexual orientation or any combination thereof.

• To promote for the benefit of the public Human Rights (as set out in the Universal Declaration of Human Rights ("UDHR") and subsequent United Nations conventions and declarations and in regional codes of Human Rights which incorporate the rights contained in the UDHR and those subsequent conventions and declarations).

• To promote for the benefit of the public the efficiency and effectiveness of Voluntary Sector Providers (as defined in Article 3.4) working in the areas of age, disability, gender (sex), gender identity, race, religion or belief, sexual orientation and Human Rights (as defined in Article 3.2) or any combination thereof.

Our 10-year strategy, 'Together for social justice', sets out our bold agenda to increase equality and strengthen rights at scale in the areas of law, climate and investment in 2022-2032. We firmly believe that when we combine our ingenuity and strength, we can find shared solutions and speak up together for changes that benefit us all.

2. The context for our work
2025-2026 was marked by heightened divisive political and social landscape for equality and human rights in the UK. There were important opportunities to engage with a new Government agenda and influence the development of policies to advance equality and human rights, alongside growing challenges to the legal frameworks, institutions and organisations that protect people's rights.

Following the 2024 General Election, there was renewed focus on the role of government in addressing inequality and rebuilding relationships with civil society. The launch of the Civil Society Covenant in July 2025 and the Government's call for evidence on equality law provided important opportunities for engagement and influence. These included opportunities to strengthen protections through reforms such as extending pay gap reporting and commencement of the Socio-Economic Duty and combined discrimination provisions in the Equality Act.

At the same time, public debate around equality, human rights, migration and inclusion became increasingly polarised; far-right activity and rhetoric gained greater traction, both online and was emboldened through public demonstrations such as the 'Raise the Flag' campaign and the 'Unite the Kingdom' march, contributing to a more hostile and divisive environment for many communities and for organisations working to protect and promote equality and human rights. These trends sat within a wider context of increasing challenges to key legal and institutional protections, including the UK's membership of the Council of Europe and its obligations under the European Convention on Human Rights 1950, the Human Rights Act 1998 and the Equality Act 2010.

Our communities experiencing racism, Islamophobia, antisemitism and other forms of discrimination continued to face increased hostility, while many organisations supporting them experienced increased scrutiny, online abuse and threats to their safety. The legitimacy of equality and human rights work was questioned by some political voices and in parts of the media, despite this work being central to the charitable purposes of many organisations.

Year on year cost of living pressures and persistent structural inequalities also continued to shape people's experiences of rights and opportunities, including inequalities in access to secure jobs, housing, public services and participation in society.

Digital platforms particularly social media and AI continued to play a significant role in shaping public debate. While they enabled communities and organisations to mobilise, share information and build support, they also facilitated the rapid spread of misinformation, harmful narratives and abuse targeting people and organisations working for equality and human rights.

Against this backdrop, the need for strong, connected and collaborative civil society was more important than ever. Equally Ours continued to bring organisations together across sectors and communities, supporting collective action, influencing legislative and policy development and strengthening the case for the universality of people's every day equality and human rights.

3. Our impact: what we achieved in 2025/2026
Through our ten-year strategy, we continued to make progress on our key strategic areas of law, climate and investment.

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Significant Activities - continued
• Law - protecting and improving the law on equality and human rights, and its application in public policy and practice.
• Climate - working with members and the wider equality and human rights field to prepare for and respond to climate breakdown and emergencies and embed climate justice into policy making.
• Investment - focus on increasing government and other funders' investment in solutions to the root causes of inequality and rights abuse.

On each of these strategic ambitions, we continued to influence national policy and legislation by bringing together research, communications, and policy expertise. We worked with human rights and wider networks in devolved nations to ensure we represented their concerns to the UK government.

In this polarised environment, we maintained cross-sector and cross-community working, even among groups with different views, on shared priorities such as creating unity and shared action in the face of extremism and hostility, and defending the Human Rights Act. We shaped the government's proposed changes to equality law that could have significant impact for people experiencing discrimination and multiple disadvantage.

Below are our key activities and impact under each of our strategic objectives during 2025-2026.

THE LAW
Prior to the 2024 general election, we helped secure commitments in the Labour Party's manifesto to

1. Strengthen equality law: including extending the equal pay regime to race and disability, expanding pay gap reporting to cover race, disability and outsourced workers, and consider how to commence certain provisions of the Equality Act 2010, ie Part 1 the Socio-Economic Duty in England, and Section 14 combined discrimination.

2. Level up hate crime protections under the law.

During 2025/26 we advocated for and advised on making these commitments reality, as these are changes that could have significant impact for people and communities experiencing structural inequality and multiple disadvantages.
We also adapted our strategy to address the increasing racism and anti-rights agenda fostered by the far-right and the impacts of that on mainstream policy making.

Strengthen equality law
Our Policy Influencing Working Group (PIWG) provided an important co-design space for us and community members to share expertise and coordinate action on these commitments, as well as respond collectively to emerging challenges. Over the year, representatives from a core group of 23 member organisations participated in PIWG meetings. This ensured that combination of lived, grassroots, research and policy evidence shaped our positions and submissions that were then shared in draft with the whole network for their further input and endorsement.

Mandatory ethnicity and disability pay gap reporting: In May 2025 we submitted a joint response to the government's consultation on mandatory ethnicity and disability pay gap reporting, amplified through our e-newsletter, website and social media, to increase awareness and help inform our members' and wider network's own responses. This contributed to the government introducing voluntary reporting and guidance for employers in March 2026, with mandatory reporting likely from 2027. Our analysis showed strong alignment in the government's response with our core asks on expanded reporting with some acknowledgement of the risks we highlighted such as privacy when the reporting numbers are small and the diversion of resources away from other inclusive practices. The government committed to consider these concerns in its policy development and implementation and we are working with them to ensure this is done.

Over the summer we convened and led member engagement in key areas of the government's call for evidence on equality law:
Combined (intersectional) discrimination: Ensuring effective recognition under the law for combined discrimination is vital for ensuring people's actual lived experiences of discrimination are reflected and that they can take action.

In June 2025, we organised a summit on combined discrimination, attended by 88 participants from a wide range of communities who experience discrimination. The summit centred people's lived experience through keynotes and workshops that enabled community members to speak directly with policy officials from the Office for Equality and Opportunity (OEO) working on the legislation. A panel of academics and lawyers in the discrimination field shared their expertise on the more technical legal aspects, making the range of potential approaches the government could consider more accessible to non-legal audience.

The summit was well attended with feedback including, "a fantastic event, and I learnt a lot in a short time. It will definitely be useful for as we develop our thinking in this area and put together a response to the call for evidence. And great to see the OEO so involved and listening." And, "excellent event - and a real credit to the ability of Equally Ours to bring together such a diverse & expert group to feed into a very important consultation exercise!"
The summit helped provide evidence to government on the depth and breadth of cross-sector solidarity and support for ensuring legal protection against combined discrimination. We submitted our post-event report to the government's call for evidence.

Socio-economic duty: As active members of the Office for Equality Opportunity's (OEO) expert advisory group on the socio-economic duty, and the steering group of the 1 For Equality Campaign led by Just Fair and the Equality Trust, we worked to secure effective implementation of Part 1 of the Equality Act 2010, the Socio-Economic Duty, which will place poverty reduction and socio-economic disadvantage at the heart of policymaking by public bodies.

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Significant Activities - continued
We contributed to the campaign strategy, and in April 2025, we delivered a free, online information session, along with other members of the 1 for Equality coalition, explaining how people could input into the call for evidence on equality law in relation to the proposed commencement of the socio-economic duty. Subsequently, we contributed evidence to and amplified the submission made by the 1 for Equality coalition to this call for evidence. We helped design, deliver and spoke at the Getting ready for the Socio-Economic Duty' event in October 2025. In January 2026, we met with Minister Malhotra to press the case for the duty and the need for its introduction into law as soon as possible.

Public Sector Equality Duty (PSED): The call for evidence sought evidence regarding the extent to which non-public bodies are complying with the PSED when exercising public functions, e.g., through outsourced functions. In our submission we proposed that the UK Government should develop and consult on proposed new specific duties on public bodies in England, where previous specific duties were significantly watered down. The approach should focus on setting a clear framework of specific processes for public bodies to follow in order to help them comply effectively with the PSED's general duty. This would also enable the EHRC to perform its regulatory and enforcement role more effectively.

In addition, we contributed pan-equality evidence and expertise to the OEO's commissioned research into pay discrimination and combined discrimination through our role on the research advisory group.

Hate Crime
In 2025/26, through our convening of the Pan-London Hate Crime Stakeholder Reference Group (SRG), we brought together more than 150 frontline organisations and people with lived experience, to support regular, stronger engagement between communities, MOPAC, the Met Police, British Transport Police, Transport for London, and local government officials and policymakers.

This year we also facilitated the SRG to advocate directly with the lead Home Office and MHCLG officials and to write to ministers calling for levelling up of aggravated offence sentencing across all forms of hate crime and the development of a national hate crime strategy. This contributed to the Government announcement in February 2026 of amendments to the Crime and Policing Bill to level up aggravated hate offence sentencing provisions. The Bill received Royal Assent in April 2026.

While more remains to be done, it was great to finally help achieve this change to the law that we first started working on in 2018/19. At that time we brought together communities with lived experience of hate crime, community service providers, the Law Commission, police and academics through two national thought-leadership events to inform the Law Commission's review of hate crime legislation, helping shape both the scope of the review and its findings and recommendations.

Convening civil society to respond to the rise in hostility and threats to people's equality and human rights
Equally Ours led efforts to stand up for people's rights and minimise the risks of regression of our equality and human rights, in response to the rise in racism, xenophobia and political and public hostility towards the UK's equality and human rights framework, including membership of the European Convention on Human Rights, the Human Rights and Equality Acts, and EDI.

In September 2025, we held our annual gathering of CEOs and Chairs, which focussed on how we can as a network respond to these threats. This showed a strong appetite for cross-sector convening and action within and beyond our membership.

As an outcome, we developed a joint letter to the Prime Minister with input from our PIWG. The letter was supported and promoted by the Civil Society Group (whose members include us, NVCO, SCVO, NAVCA, ACEVO, ACF and the other key infrastructure bodies) building on previous joint work with them on Covid and the Civil Society Covenant.

The letter called for clear consistent political leadership to address the increasing racism, xenophobia, Islamophobia and antisemitism our communities and organisations are experiencing, including abuse of charity staff and charity shop volunteers. It called on government to

1. Set a compelling vision of the diverse and pluralist country we want to be.
2. Reject all forms of racism, and proactive in standing up for everyone's human rights.
3. Ensure that any strategy to tackle disadvantage addresses the structural inequalities within communities.
4. Commit to citizenship education to increase political literacy and understanding of the rule of law and universal human rights as the everyday rights we all rely on.
5. Build resilience to hate and extremism within the communities who are being drawn in and exploited by the far right.

We secured over 160 signatories from a wide range of organisations, including many who would not usually support asks around human rights. We informed senior civil servants and relevant leads at the Charity Commission.

Equally Ours secured an article in the Guardian including on the front page of the print version. The Charity Commission interim CEO had a letter published in the Guardian in response to our article reaffirming that "The Charity Commission will defend and protect the right – and indeed the responsibility – of charities to deliver on their lawful purposes." We also secured press coverage in Civil Society Media, Third Sector, Personnel Today and Parliament News.

The Prime Minister's response to the letter is here. We were pleased to note that the Prime Minister was subsequently clearer in speaking up for human rights and in defence of the Equality Act.

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Significant Activities - continued

Building on the success of our joint letter to the PM, on 5 February 2026 Equally Ours convened Together for social justice: shaping public policy to counter the impact of the far-right, an online civil society-wide conference on the impact of the rise in racism and hostility on social justice public policy making – and what we can do about it.

The conference explored how far right extremism is increasingly targeting and having a chilling effect on public policy making at local, UK and devolved levels, across a wide range of structural inequality issues including equality, human rights, environment, housing, education and migration. This puts everyone's rights and welfare at risk. People who experience discrimination and disadvantage are likely to be hardest hit.

We were joined by over 100 participants from across civil society, along with our speakers, Rosie Downes (Friends of the Earth), Imran Hussain (Refugee Council) and Leigh Brimicombe (NCVO).

Key outcomes of the event within 2025/26 were a briefing on priority actions that civil society can take to address the threats, and a call to action to share with candidates of all parties the Equally Ours 'Call for humanity in elections guidance' in advance of the local government, Scottish Parliament, Senedd Cymru, and mayoral elections in England on 7 May 2026.

A key focus of Equally Ours' policy influencing activity in 2026/27 will be deepening and broadening civil society's understanding of and support for equality and human rights, and equipping them to stand up for the rights of the communities they come from and serve.

Protecting human rights legislation
Throughout the year we contributed to the Human Rights Act Coalition, as members of the steering group bringing pan-equality evidence and perspectives, and supporting knowledge exchange and joint action, particularly in relation to risks of how articles 3 and 8 of the European Convention on Human Rights are applied in the UK .

In October 2025 we wrote to Deputy Prime Minister and Secretary of State for Justice David Lammy, welcoming the Government's overall commitment to the Human Rights Act and the European Convention on Human Rights, and outlining the need to reposition Human Rights in the political narrative and for greater incorporation of international human rights treaties. This resulted in action from civil service officials, including a written reply from SoS Lammy, and follow up meetings with officials from the Rights and Public Law Team in the Ministry of Justice. This paved the way for a higher level meeting between our own Chief Executive and the Deputy Director for Rights and Public Law at the Ministry of Justice, where we made the case for non-regression on the universality of human rights in the Chișinău Declaration, a non-binding political text adopted by consensus by all 46 member states of the Council of Europe, that was due to be published on May 15, 2026. It outlines member governments' shared positions regarding the European Convention on Human Rights (ECHR) and its application to migration, border control, expulsions, and state security.

In December, our CEO participated in a private roundtable discussion with the Attorney General and his office in Parliament on the subject of 'talking about the Rule of Law'. This was a follow up to previous roundtable discussion held in January 2025 was an opportunity to share the findings and test the AGO's planned outreach and communications. We contributed ideas on how they can use these results to strengthen the cultural acceptance of the rule of law.

Equality and Human Rights Commission
In March 2026, Equally Ours co-hosted a conference with the Equality and Human Rights Commission, the regulator and National Human Rights Institution, whose role is to protect and promote equality and human rights in Britain. It was the EHRC's first in several years, and Dr Mary-Ann Stephenson, the new Chair of the EHRC, gave her first keynote address since coming into role. The conference brought together representatives from our members with leaders of the EHRC, civil service and public bodies and parliamentarians through a series of panels and roundtable discussions. Attended by over 75 delegates, it provided an important space for renewing the relationship between civil society and the EHRC. Key outcomes included the EHRC committing to renewing regular engagement with civil society, and to developing a programme of work to promote human rights.

CLIMATE and INVESTMENT
Prior to the 2024 General Election we contributed to securing the Labour Party's commitment to embed equality across their missions. These relate to our strategic priority areas of climate and investment, and in 2025/26 we focused on addressing structural inequalities at the intersection of climate justice and investment. We were successful in securing funding from the City Bridge Trust Anchor programme for nine years to support this work.

We wrote to Ministers Jacqui Smith and Olivia Bailey to make the case for a cross-government strategy to tackle structural inequalities. We met with Christine Jardin MP, Spokesperson for the Women and Equalities Committee, to discuss the need for a cross-missions strategy.

We met bi-monthly with the Office for Equality and Opportunity (OEO) to advocate for the government's missions on growth and climate to tackle equality skills and employment gaps at scale. The Head of Opportunities and Missions at the OEO engaged directly with our members about their communities' experiences and the government's work embedding equality throughout the missions at our quarterly members' meeting in June 2025.

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Significant Activities - continued
In collaboration with our Policy Influencing working Group we made a submission in September to the Government's consultation on Public Procurement: Growing British industry, jobs and skills. Our submission focused on advocating for reforms that embed equality, social value and inclusive economic growth and aligning public procurement with the Public Sector Equality Duty. We highlighted how the relationship between the PSED and the social value model has not been made explicit enough to date, and made recommendations about how to achieve that.

We fed into the development of the government's Climate Action Plan through a roundtable led by Friends of the Earth. Our contribution focused on the importance of fair climate policy from Equally Ours' and members' perspectives, shared evidence on the important role the Public Sector Equality Duty and the Socio-Economic Duty in addressing and preventing inequality and discrimination and the fact that marginalised communities both want a voice and a role in this.

In January 2026, we recruited a new Head of Policy and Engagement (HoPE) to take forward leadership of this work supported by a part time Communications & Engagement Officer. As part of scoping the work programme, the HoPE participated in a number of key networking events including Reimagining Leadership in the Environment Sector. In February 2026, she facilitated The RACE Report 2025 Publication Launch, led by SOS UK. The report showed the composition of UK climate civil society organisations through an intersectional lens. This engagement provided valuable insight into sector diversity and supported early stakeholder mapping through new connections.

Additionally, following two years in development, we were successful in securing funding for a major project from the National Lottery Climate Action Fund. We aim to increase equality groups' voice and role in preparedness for extreme weather events and transform national climate resilience policy and practice. The project will provide £2 million over 5 years for a partnership between Equally Ours, Voluntary Sector Communities Emergencies Partnership, Communities Prepared and a number of Equally Ours members including Friends, Families and Travellers, AgeUK, Voice4Change England, Disability Rights UK, and LGBT+ Consortium. The project will start recruitment in June 2026.

Enterprise Development and Equality Impact Investing Programme
The proportion of impact investment for equality organisations is very low, particularly for enterprise development and investment readiness. However, initial pilots, including the successful Equality Enterprise Development Programme (EDP) run by Equally Ours, to provide more such targeted support, indicate that there is much more potential for enterprise development grants to also form a key plank in the building the resilience and sustainability of the equality sector.

In early 2026, Equally Ours commissioned the Equality Impact Investing Programme to conduct research into the Equality EDP as part of developing an evidence base to make the case for increased enterprise development grants for civil society organisations whose core mission is advancing equality and human rights including both equality mitigating and equality transformative organisations.
Our pilot Equality EDP was funded by Access - the foundation for Social Investment – who now have a goal to quadruple the amount of enterprise grants flowing to the VCSE to £10m, so there is an opportunity to integrate equality reach targets and strategies within grant programmes. This research will capture key learning from initial pilots and additional evidence on the value of enterprise development funding, how it should be designed, and where it can have the greatest impact. These findings will support trusts and foundations to make more intentional, coordinated and effective investments in the long-term resilience and impact of equality-focused organisations through support for enterprise development.

Funders for Race Equality Alliance (FREA)
During the reporting period, Equally Ours continued to provide the Secretariat for the Funders for Race Equality Alliance (FREA) to strengthen collaborative funding for racial justice. In May 2025, FREA convened the 'Joining the Dots' policy and influencing event, attended by 25 funders, supported by the Paul Hamlyn Foundation and the Legal Education Foundation. The event explored the potential for funders to pool resources to support policy and influencing work within the racial justice space, with the wider ambition of building a collaborative group of funders committed to sustaining this work over a longer period.

FREA also continued its work on the Racial Justice Audit, including the publication and launch of the Audit report 2025. The Audit supported funders to examine whether and how their investments were advancing racial justice, while identifying practical actions to strengthen their grant-making approaches.

Following a decision in January 2025 by the board about our role as hosts we supported FREA to undertake a governance and strategic review to explore options for transitioning FREA to a new organisational home and to support its future development.

Movement Solidarity Fund
Equally Ours joined the advisory group led by Migration Exchange and the Civic Power Fund for their new Movement Solidarity Fund. The Fund supports by-and-for organisations facing risks from extremist violence by providing access to fast funding, while also enabling longer-term collective investment in infrastructure that strengthens and benefits the wider sector.

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Significant Activities - continued

SECTOR STRENGTH
The fourth priority area of our ten year strategy is increasing the capacity of civil society to advance people's equality and human rights, and Equally Ours' capacity. In addition to the policy and public affairs work described above which is all conducted through a rights-based approach that helps equip members and wider civil society to act, highlights for 2025/26 include:

Strategic communications capacity building and consultancy
We were delighted to see the continued long term impact of our strategic communications research on public understanding of rape and consent, commissioned by and delivered in partnership with the Crime Prosecution Service (CPS) and published in 2024:

• Our research and recommendations informed the Law Commission's 2025 review of sexual offences law, guidance, practice and procedure. The Law Commission cited Equally Ours research in its recommendations, including how myths and misconceptions are handled, mandatory training for all legal practitioners on myths and misconceptions, to reduce the risk of advocates introducing them into the trial process, and improvements and additions to the directions which judges give to jurors to educate them about myths and misconceptions.

• Stephen Parkinson, the Director of Public Prosecutions cited the research in his 2026 speech 40 Years of Tackling Rape and Serious Sexual Offences and reiterated the CPS's commitment to updating guidance and prosecutor training accordingly.

• Baljit Ubhey OBE, Director of Policy and Senior Lead for VAWG at the CPS, set out the findings and their implications for prosecutors in some detail in this article on The CPS outlook on VAWG, published in Counsel Magazine

In 2025/26 we focused on rebuilding our policy and public affairs functions, in line with our structure and sustainability review. This meant we had limited capacity for delivering our strategic communications training and consultancy service, which we plan to focus on redeveloping in 2026/27.

In the meantime to ensure we continued to embed our values-based strategic communications approach across all aspects of our work: we commissioned Harriet Beaumont to provide capacity on responding to the far right threats to human rights and the increase in open racism, Islamophobia, antisemitism and xenophobia; on framing on the European Convention on Human Rights; and on the reopening of our membership scheme.

Anti-racism programme
In addition to our external policy work on anti-racism and intersectionality, we applied an anti-racism lens to our organisational policies and practices, including updating our wellbeing and pay policies, introducing trauma-informed coaching for all staff from an expert in racial justice, and embedding anti-racism considerations into our organisational structural review through an equality impact assessment of proposed changes. Black and racially minoritised staff members had access to an additional wellbeing fund, recognising the additional pressures that can arise from working on racial justice and wider equality issues, particularly the hostile external environment.

We brought our long-term recruitment practices into a strengthened recruitment and selection policy, which includes using positive action measures such as the tie-break provision under Section 159 of the Equality Act 2010 where appropriate.

Since 2015, over half of people recruited into senior programme and senior operational roles at Equally Ours have been from Black and racialised minority backgrounds. However, only one quarter of senior policy role appointments have been from these backgrounds, reflecting wider challenges around racial diversity in policy-influencing roles across the voluntary sector. We will continue to review our recruitment approaches and explore how frameworks such as REMI can further strengthen our anti-racist practice.

Organisational resilience and sustainability
During 2025/26, we restructured Equally Ours in response to the findings of an organisational review completed by the Coconut Octopus team. The changes were designed to position us to deliver our ten-year strategy, Together for Social Justice, and strengthen our capacity to achieve our ambitions.

We rebuilt our Policy and Public Affairs team in line with the review recommendations, appointing and onboarding a new Director of Policy and Public Affairs, Communications and Engagement Officer, and Head of Policy and Engagement.

Following consultation with staff, we gave up our permanent office space from February 2026. The team work mostly remotely, meeting in person at least monthly.

4. Our impact: member engagement and feedback
Members are at the heart of our work. They are key to our governance and to the development of our policy positions. We provide platforms for members to work together and share expertise, connect with policymakers, and collectively influence change.
As outcomes of our structure and sustainability review, we clarified our membership scheme and member offer, and introduced a code of conduct. Our membership scheme reopened in October 2025. We were pleased to welcome MLegal as full members and New Horizon Youth Centre as associate members of Equally Ours.

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Significant Activities - continued
Our Policy Influencing Working Group (PIWG) continued to provide an important space for deeper collaboration and joint action between us and members. This included collaborative work on initiatives such as the letter to the Prime Minister and the Combined Discrimination Summit, ensuring grassroots voices, lived experience expertise and members' priorities were fully reflected in our influencing work.

Quarterly members meetings remained a valued space for members to engage with each other and with policymakers on a range of topical issues. During the year, we invested additional time in promoting these meetings, increasing participation and, strengthening representation from statutory bodies. Examples of knowledge exchange topics discussed at these meetings are:

• Inclusive Data: Professor Evelyn Collins shared insights from her work as the Chair of National Statistician's Inclusive Data Advisory Committee (NSIDAC) and outlined why improving data is critical to advancing equality and accountability.

• Islamophobia: Mohammed Aziz, Chair of MLegal, spoke about the government's new non statutory definition of anti-Muslim hostility. He also highlighted the gaps in legal protection for Muslims in relation to race. Aqsa Suleman, Senior Policy Officer, Runnymede Trust, spoke about gendered Islamophobia and why understanding this is crucial in order for us to develop a meaningful approach towards tackling Islamophobia in the UK.

Member feedback
Feedback from our 2025 member survey demonstrated the value members place on our role as a network and influencing platform. 100% of respondents said that, as a result of their engagement with Equally Ours, they were better able to influence policy and legislation. This impact was achieved through our events, quarterly members meetings, and opportunities for members to engage directly with senior representatives from key institutions, including the Ministry of Justice, the Equality and Human Rights Commission, the Scottish Human Rights Commission, and the Head of Legislation at the Office for Equality Opportunity.

Member feedback showed a high level of satisfaction, with an average satisfaction score of 8/10. Overall, members and associates described Equally Ours as a valuable and trusted network, particularly for our ability to convene organisations, create connections, provide policy insight, and facilitate access to decision-makers.

Members highlighted three key areas of impact:

• Strengthening collaboration and networks: Members valued the opportunity to connect with organisations across the sector, share information, and work collectively towards shared goals.

• Building influencing capacity: Members reported increased confidence and capability in engaging with policymakers, understanding legislative processes, and contributing to policy change.

• Providing strategic insight and support: Members valued access to timely information, resources, and expertise that enabled them to respond more effectively to developments in equality and human rights.

As members reflected:
"Equally Ours has driven our understanding of legislative influencing, influencing civil service stakeholders, and organising within coalitions across civil society, to develop and coordinate change. They have instilled a sense of openness, humility and conviction in the equalities space."

"It allows us to use resource more strategically as we know that Equally Ours is covering important areas like the EA2010 and PSED, so we can focus less here. It also allows us to network and understand what's happening in the sector."

"Providing us with cross-sector information and resources, and a space to continue defending the human rights of all communities in a progressive way."

"Due to Equally Ours, we have been able to engage more frequently and favourably with parliamentary stakeholders, connect better with like-minded organisations, and understand how to be critical and responsive of legislation, civil society activity and campaigns in a way that is meaningful and transformative."

Survey results also showed that Equally Ours has been particularly successful in increasing individual awareness, confidence, and engagement. Members reported stronger opportunities to protect and advance human rights and equality, engage in progressive dialogue, influence policy and legislation, deepen their understanding of pan-equality, intersectionality and rights-based approaches, and communicate more effectively about equality and social justice.

Our wider communications channels also continued to grow. Our LinkedIn following almost doubled over the year, increasing from 1,153 followers in 2024/25 to 2,081. Our website continued to attract around 35,000 visits per month. We will continue to develop our digital engagement as part of our wider engagement strategy including a website refresh, subject to capacity.

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Significant Activities - continued

5. Structure, Governance and Management
Trustee board

Up to eight Equally Ours' Trustees are elected by the members of the Equally Ours policy network; up to six can be co-opted. The Board and Equally Ours members are committed to ensuring that the Board has a diverse membership and possesses the skills and knowledge to enable Equally Ours to operate successfully, and we conduct an audit every year to help inform the elections and co-options processes.

In line with our Mems and Arts, Vice-chair Julie Bishop stood down after 9 years service on the board. Natalie Cresswell stood down after 3 years' service. We thank them for their incredible support.

Members elected new trustees Fazilet Hadi of Disability Rights UK, Elizabeth Webb of AgeUK, and Noella Gooden of Law Centres Network. Sarah Mann was elected as the new Vice-chair. Trustees co-opted Melanie Field to the board in November 2025.

Through a resolution at the AGM, members agreed to reduce the frequency of trustee elections from annually to at least every two years to provide a better balance between stability and change in board membership.

Trustees meet a minimum of four times a year and are responsible for the organisation's overall strategy and governance and for the proper use of its resources. Trustees pay close attention to the views of the member organisations but act independently. Equally Ours is both a registered charity and a company limited by guarantee. It is governed by its Memorandum and Articles of Association, which were approved in January 2008 (upon registration as a charitable company) and as amended in November 2018, and again in November 2025.

Staff team
The staff team in 2025-2026 were:
- Ali Harris, Chief Executive, 0.8fte
- Mandy Mahil, Chief Operations Officer, full-time, then from January 2026 0.9fte
- Kamille Leon, Office and Resources Manager, full-time, until end of April 2025
- Kathryn Quinton, Communications Director, full-time, until July 2025
- Tracey Agyeman, Director, Funders for Race Equality Alliance (FREA), full-time
- Ellora Kowalczyk, FREA Programme Officer, 0.8fte
- Jen Damaris, Member and Community Engagement Officer, 0.8fte
- Lauren Payne, Director of Policy and Public Affairs, 0.8fte, from September 2025
- Sian Drinkwater, Comms and Engagement Officer, 0.6fte, from November 2025
- Lauren Rosegreen, Head of Policy and Engagement, 0.8fte, from January 2026

Key management personnel were the CEO and COO. Their pay and remuneration were set at the time of their recruitment by benchmarking similar roles in comparable organisations. All fundraising activity for Equally Ours was carried out by the staff.

6. Public benefit
In carrying out its work Equally Ours pays due regard to Charity Commission guidance concerning public benefit. The Trustees are satisfied that all Equally Ours' activities in 2025/26 were of public benefit and that the charity's funds were spent to achieve public benefit.

7. Membership List
Members of Equally Ours are formally members of the charity and play a governance role.

Members
Age UK
British Institute of Human Rights
Children's Rights Alliance for England
Disability Rights UK
Discrimination Law Association
End Violence Against Women Coalition
Equality Trust
Fair Play South West
Fawcett Society
Friends, Families and Travellers
Gender Identity Research and Education Society (GIRES)
Humanists UK
Law Centres Network
Maternity Action
Mind
MLegal
National Alliance of Women's Organisations
Race on the Agenda (ROTA)
Royal National Institute for Deaf People
Royal National Institute of Blind People
Runnymede Trust
Security Women
SignHealth
Stonewall
Trades Union Congress
Traveller Movement

Significant Activities - continued
UNISON
Women's Budget Group
Women's Resource Centre

Associates
Amnesty International UK
Black South West Network
Carers UK
Child Poverty Action Group
Chronic Illness Inclusion
Citizens Advice
Employers Network for Equality & Inclusion
Equal Rights Trust
EqualiTeach
Fairness Foundation
FiLiA
HEAR
Inclusion London
Inclusion North
Just Fair
Law Society
LGBT Consortium
Liberty
Migrant Centre NI
Migrants' Rights Network
National Association of Welfare Rights Advisers
National Survivor User Network (NSUN)
New Horizon Youth Centre
Northern Ireland Council for Racial Equality
Race Equality First
Refugee Council
René Cassin
Restorative Justice for All
Royal College of Nursing
Stop Funding Hate
Unite The Union
Voice 4 Change England
Why Me?
YESS Law
Young Women's Trust

Observers
Centre on Migration, Policy and Society
Equality and Human Rights Commission
Government Equalities Office/ Office for Equality and Opportunity
Greater London Authority
Independent Police Complaints Commission
Joint Committee on Human Rights of the UK Parliament
JUSTICE
Local Government Association
Macmillan Cancer Support
Ministry of Housing, Communities and Local Government
Ministry of Justice
Office of the Committee for Employment & Social Security, States of Guernsey
Scottish Human Rights Commission
The Office of the Children's Commissioner for England
UN Women National Committee UK
UNICEF UK
Women and Equalities Select Committee

Small Company Rules
This report has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The trustees' report was approved by the board of trustees and signed on its behalf by:

Sonali Naik

Ms Sonali Naik KC
Trustee

08/09/2026

Equally Ours
Independent Examiner's Report to the Trustees of Equally Ours
For The Year Ended 31 March 2026

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2026.

Responsibilities and Basis of Report
As the charity trustees of the Company (and also its directors for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent Examiner's Statement
Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Askir Ali
Quilfords Limited
Chartered Certified Accountants
113 Romford Road
London
E15 4LY

08/09/2026

Equally Ours
Statement of Financial Activities (including Income and Expenditure Account)
For The Year Ended 31 March 2026

	Notes	Unrestricted funds £	Restricted funds £	2026 Total funds £	2025 Total funds £
INCOME AND ENDOWMENTS FROM:					
Donations and legacies	3	173,308	308,800	482,108	448,896
Other	4	1,333	-	1,333	75,358
		174,641	308,800	483,441	524,254
EXPENDITURE ON:					
Charitable activities:	6				
Charitable activities		(242,940)	(257,078)	(500,018)	(565,222)
NET EXPENDITURE		(68,298)	51,721	(16,577)	(40,968)
Transfers between funds	13	69,794	(69,794)	-	-
NET MOVEMENT IN FUNDS		1,496	(18,073)	(16,577)	(40,968)
RECONCILIATION OF FUNDS:					
Total funds brought forward		98,817	220,566	319,383	360,351
TOTAL FUNDS CARRIED FORWARD	13	100,313	202,493	302,806	319,383

The notes on pages 16 to 20 form part of these financial statements.

Equally Ours
Comparative Statement of Financial Activities (including Income and Expenditure Account)
For The Year Ended 31 March 2026

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £
INCOME AND ENDOWMENTS FROM:				
Donations and legacies	3	100,786	348,110	448,896
Other	4	40,358	35,000	75,358
		141,144	383,110	524,254
EXPENDITURE ON:				
Charitable activities:	6			
Charitable activities		(249,206)	(316,016)	(565,222)
NET (EXPENDITURE)/INCOME		(108,062)	67,094	(40,968)
Transfers between funds	13	209,766	(209,766)	-
NET MOVEMENT IN FUNDS		101,704	(142,672)	(40,968)
RECONCILIATION OF FUNDS:				
Total funds brought forward		(2,887)	363,238	360,351
TOTAL FUNDS CARRIED FORWARD	13	98,817	220,566	319,383

The notes on pages 16 to 20 form part of these financial statements.

Equally Ours
Balance Sheet
As At 31 March 2026

	Notes	Unrestricted funds £	Restricted funds £	2026 Total funds £	2025 Total funds £
FIXED ASSETS					
CURRENT ASSETS					
Debtors	11	242,672	(90,409)	152,263	207,498
Cash at bank and in hand		-	292,902	175,855	135,738
		242,672	202,493	328,118	343,236
Creditors: Amounts Falling Due Within One Year	12	**(142,359)**	**-**	**(25,312)**	**(23,853)**
NET CURRENT ASSETS (LIABILITIES)		**100,313**	**202,493**	**302,806**	**319,383**
TOTAL ASSETS LESS CURRENT LIABILITIES		**100,313**	**202,493**	**302,806**	**319,383**
NET ASSETS		**100,313**	**202,493**	**302,806**	**319,383**
FUNDS OF THE CHARITY					
Restricted Funds				202,493	220,566
Unrestricted Funds				100,313	98,817
TOTAL FUNDS	13			302,806	319,383

For the year ending 31 March 2026 the charitable 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 in accordance with section 476 of the Companies Act 2006.
The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.
These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

On behalf of the board

Sonali Naik

Ms Sonali Naik KC
Trustee

08/09/2026

The notes on pages 16 to 20 form part of these financial statements.

1. General Information

Equally Ours is a company limited by guarantee, registered number 06464749 and registered charity number 1135357.

2. Accounting Policies

2.1. Basis of Preparation of Financial Statements

The financial statements 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 2019)", Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Companies Act 2006.

The charitable company is a Public Benefit Entity as defined by FRS 102.

2.2. Cash and Cash Equivalents

Cash and cash equivalents are basic financial assets and include cash in hand and deposits held at call with banks, other short-term highly liquid investments that mature in no more than three months from the date of acquisition and are readily convertible to a known amount of cash with insignificant risk of change in value, and bank overdrafts.

3. Income from Donations and Legacies

	Unrestricted funds £	Restricted funds £	2026 Total funds £
Donations and gifts	-	-	-
Member subscriptions and sponsorships	18,550	-	18,550
Grants	154,758	308,800	463,558
	173,308	308,800	482,108

	Unrestricted funds £	Restricted funds £	2025 Total funds £
Donations and gifts	769	-	769
Member subscriptions and sponsorships	14,850	-	14,850
Grants	85,167	348,110	433,277
	100,786	348,110	448,896

4. Other Income

	Unrestricted funds £	Restricted funds £	2026 Total funds £
Strategic comms service	-	-	-
Other income	1,333	-	1,333
	1,333	-	1,333

	Unrestricted funds	Restricted funds	2025 Total funds
	£	£	£
Strategic comms service	40,358	35,000	75,358
Other income	-	-	-
	40,358	35,000	75,358

5. Net Income/(Expenditure)

The net expenditure is stated after charging/(crediting):

	2026	2025
	£	£
Research and developments costs	18,155	16,373
Depreciation of tangible fixed assets - owned	-	2,619

6. Analysis of Expenditure

	Activities undertaken directly	Support costs (see note 7)	2026 Total
	£	£	£
Charitable activities	47,263	452,755	500,018

	Activities undertaken directly	Support costs (see note 7)	2025 Total
	£	£	£
Charitable activities	47,337	517,885	565,222

7. Support Costs

	2026 Charitable activities
	£
Employee costs	342,793
Premises expenses	29,569
General administration	80,393
	452,755

	2025 Charitable activities £
Employee costs	381,271
Premises expenses	32,940
General administration	100,635
Depreciation	2,619
Interest payable	420
	517,885

8. Staff Costs

Staff costs were as follows:

	2026 £	2025 £
Wages and salaries	281,811	312,040
Social security costs	28,043	26,311
Other pension costs	23,069	25,789
	332,923	364,140

The number of employees whose employee benefits (excluding employer pension costs) for the reporting period exceeded £60,000 was: 1

	2026	2025
£60,000 to £69,999	1	-

9. Average Number of Employees

Average number of employees during the year was: 7 (2025: 7)

10. Tangible Assets

	Computer Equipment £
Cost	
As at 1 April 2025	8,399
As at 31 March 2026	8,399
Depreciation	
As at 1 April 2025	8,399
As at 31 March 2026	8,399
Net Book Value	
As at 31 March 2026	-
As at 1 April 2025	-

11. Debtors

	2026	2025
	£	£
Due within one year		
Trade debtors	127,080	189,205
Other debtors	25,183	18,293
	152,263	207,498

12. Creditors: Amounts Falling Due Within One Year

	2026	2025
	£	£
Trade creditors	4,630	13,009
Other creditors	1,063	(3,504)
Taxation and social security	19,619	14,348
	25,312	23,853

13. Movement in Funds

	As at 1 April 2025	Income	Expenditure	Transfers	As at 31 March 2026
	£	£	£	£	£
Unrestricted funds					
General:					
General unrestricted fund	98,817	174,641	(242,939)	69,794	100,313
Restricted funds					
Barrow Cadbury Trust	-	32,000	(32,000)	-	-
Trust for London	31,924	35,000	(8,223)	-	58,701
The Legal Education Foundation	67,839	66,767	(45,767)	-	88,839
MOPAC	7,670	37,500	(22,838)	-	22,332
Funders for Race Equality Alliance	113,133	120,283	(133,251)	(69,794)	30,371
DEI Data Standard (Esmee Fairbairn)	-	17,250	(15,000)	-	2,250
Total restricted funds	220,566	308,800	(257,079)	(69,794)	202,493
Total funds	319,383	483,441	(500,018)	-	302,806

	As at 1 April 2024	Income	Expenditure	Transfers	As at 31 March 2025
	£	£	£	£	£
Unrestricted funds					
General:					
General unrestricted fund	(174,554)	99,786	(207,848)	381,433	98,817
John Ellerman Foundation	46,667	-	-	(46,667)	-
Esmée Fairbairn Foundation	100,000	-	-	(100,000)	-
The AB Charitable Trust	25,000	-	-	(25,000)	-
	(2,887)	99,786	(207,848)	209,766	98,817

...CONTINUED

Designated:					
Strategic Comms	-	41,358	(41,358)	-	-
Total unrestricted funds	(2,887)	141,144	(249,206)	209,766	98,817
Restricted funds					
Restricted fund	500	-	-	(500)	-
Barrow Cadbury Trust	6,285	39,600	(45,885)	-	-
Access Foundation	177,653	-	-	(177,653)	-
Alliance Membership	86,065	-	-	(86,065)	-
Trust for London	7,278	61,750	(37,104)	-	31,924
The Legal Education Foundation	64,247	75,700	(72,108)	-	67,839
City Bridge Trust	15,958	-	-	(15,958)	-
MOPAC	11,327	45,000	(48,657)	-	7,670
Funders for Race Equality Alliance	(21,730)	161,060	(112,262)	86,065	113,133
Crown Prosecution Service - Framing Research Project	15,655	-	-	(15,655)	-
Total restricted funds	363,238	383,110	(316,016)	(209,766)	220,566
Total funds	360,351	524,254	(565,222)	-	319,383

14. Transactions with Trustees
None of the trustees received any remuneration or any other benefits from an employment with the charity or a related entity during the current or previous year.

No trustee expenses have been incurred.

15. Related Party Disclosures
There have been no related party transactions in the reporting period that require disclosure.

16. Company limited by guarantee
The company is limited by guarantee and has no share capital.

Every member of the company undertakes to contribute to the assets of the company, in the event of a winding up, such an amount as may be required not exceeding £1.

Equally Ours
Detailed Statement of Financial Activities (including Income and Expenditure Account)
For The Year Ended 31 March 2026

	2026 Total funds £	2025 Total funds £
INCOME AND ENDOWMENTS FROM:		
Donations and legacies		
Donations and gifts	-	769
Membership subscriptions	18,550	14,850
Grants	463,558	433,277
	482,108	448,896
Other		
Strategic comms service	-	75,358
Other income	1,333	-
	1,333	75,358
	483,441	524,254
EXPENDITURE ON:		
Charitable Activities:		
Staging fundraising events	(446)	-
Programme Costs - BCT (Race Equality)	(27,134)	(10,331)
Programme Costs - Strategic comms service	-	(12,432)
Programme Costs - TFL (Comms for Change)	-	(2,198)
Project Consultant	(16,335)	(22,376)
Temporary staff	(2,793)	-
Subscriptions	(468)	-
Other interest payable	(87)	-
Wages and salaries	(281,811)	(312,040)
Employers NI	(28,043)	(26,311)
Employer's pensions - defined benefits scheme	(23,069)	(25,789)
Recruitment costs	(3,620)	(8,600)
Staff training	(30)	(2,548)
Staff expenses	(5,970)	(4,993)
Travel and subsistence expenses	(141)	(503)
Staff insurance	(109)	(487)
Rent	(28,247)	(30,561)
Rates	(1,322)	(2,379)
Computer and IT consumables	(10,425)	(8,162)
Insurance	(1,759)	(4,932)
Printing, postage and stationery	-	(18)
Access and interpretation costs	-	(21,411)
Equipment write-off	-	(123)
Advertising and marketing costs	-	(31)
Website costs	(4,526)	(1,780)
Accountancy fees	(14,900)	(19,320)
Legal fees	(9,660)	(1,632)
Consultancy fees	(18,275)	(2,280)

...CONTINUED

Participant fee	-	(2,990)
General office expense	(519)	(6,419)
Subscriptions	-	(1,295)
Research and development costs	(18,155)	(16,373)
Bank charges	(174)	(175)
Room hire & related costs	(1,800)	-
Agency fees	-	(13,694)
Speaker fee	(200)	-
Depreciation	-	(2,619)
Interest on Paye	-	(420)
	(500,018)	(565,222)
	(500,018)	(565,222)
NET EXPENDITURE	**(16,577)**	**(40,968)**