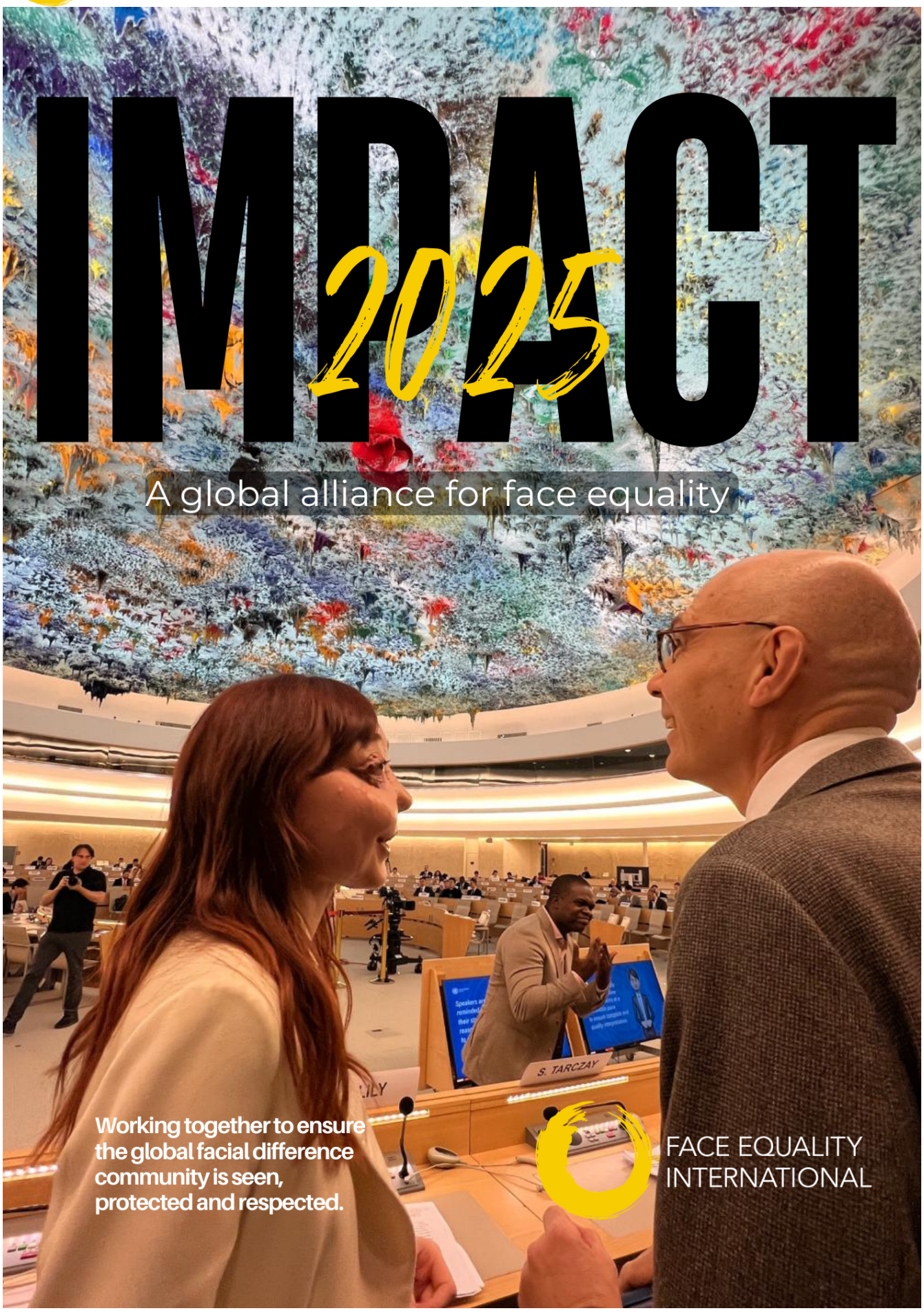
Face Equality International

Charitable Incorporated Organisation

Annual Report and Financial Statements

For the year ended

31st December 2025


IMPACT
2025
A global alliance for face equality
Working together to ensure the global facial difference community is seen, protected and respected.
FACE EQUALITY INTERNATIONAL

2025 faceequalityinternational.org

1. EMPOWER & EQUIP AN ALLIANCE OF CHANGEMAKERS

For the first time, we opened up our annual members conference, **The FEI Forum** to the general public.

We had registered attendees from 21 countries: **Belgium, Canada, Switzerland, The Czech Republic, Germany, Denmark, Ecuador, Spain, France, Great Britain, India, Italy, Republic of North Macedonia, Mexico, Malaysia, Norway, Poland, Sweden, Taiwan, Turkey, USA, South Africa.**



Our external consultation came to an end in March, which led us to open up the doors to **grassroots groups** under the same category as registered non-profits. We then welcomed The Face Out Project and the Coalition for the Appropriate Representation of Disability and Disfigurement to the Forum.

"FEI is bringing global facial difference organizations together to create a better society for people with facial differences. Without this alliance, we would all be working within our own silos. It is great to be brought together." *- FEI Member*

"Your thoughtful feedback and questions during the meeting were incredibly encouraging. They helped the team recognize the unique value of this project—something they hadn't fully realized before.

Initially, they assumed that similar initiatives were common in countries where disability advocacy is more established, such as the UK or the US. As a result, they felt like they were simply trying to catch up. But your engagement has shown them that what they're building is truly special, and your feedback also made them realize that barriers and challenges exist everywhere, but by sharing our different experiences, we can come up with new ideas or solutions."

Sunshine Social Welfare Foundation, Taiwan

We have big plans to roll out a new educational programme under the 'Empower and Equip' model in 2026.

If you know a group that would benefit from being part of a supportive community, find out more here.

Advocacy can be lonely and overwhelming. That's why we reduce silos by sharing resources, co-producing campaigns and addressing the gaps in how to better serve our communities. Because the barriers facing people with facial differences are too big to tackle alone.

2025 faceequalityinternational.org

2. RAISE THE VISIBILITY OF THE FACIAL DIFFERENCE COMMUNITY

"Thanks to FEI, we feel that the world can change and the acceptance of people with appearance differences can improve.

That our voice is heard across the world and is gaining intensity year by year, just as we are building our bases. FEI is a support and motivation for our own projects. We like that it is international and we are proud to be a part of it. Every year, more and more people join, precisely because they see how the reach and impact of FEI week is growing.

Through FEI week and our project, we give courage to other people to be themselves and step out of their shadows to live life to the fullest."

- IFEW member feedback

Living in an appearance-obsessed world is tough, and misrepresentation often leads to mistreatment. This is why we work closely with our members and the wider facial difference community on campaigns and communications, ensuring the facial difference community is seen and heard on their own terms.

In 2025 we ran **four major campaigns**, **reaching millions** worldwide:

1. **Visibly Invisble**

This **Forbes featured** campaign tackles three areas where the facial difference community often face exclusion:

- **The Workplace**
- **Technology and AI**
- **Disability Policy**

"We're still made to feel like we don't exist, hearing this inspired me and made me feel seen"

Event attendee

In-store event with Sephora for IFEW



2025 faceequalityinternational.org

MY FACE IS A MASTERPIECE

2. International Face Equality Week



We continued on with our theme of art and creativity as tools for social good. Events took place all over the world to bring attention to the movement in a positive, celebratory way.

From football matches to gallery events, to picnics, workshops and marathons. FEI members celebrated the mastery in every human face through incredible events in their communities and online.

FEAR NO FACE

3. Halloween



This Halloween campaign performed even better the second time around, engaging many special effects makeup artists around the world:

"Thank you for giving me a different perspective. I'm sorry it required you to do emotional labour of educating me. I will honour what I have learned."

"I've never thought about it this way because I have the privilege to not have to. Thank you."

2025 faceequalityinternational.org

4. Launching Adam Pearson as Patron



"Disabled people didn't have equal rights legally until I was 10 years old, which will always scare me. If FEI had existed back then, it would have done me no end of good just to see there are other people out there who are like me and that there is a community, so you feel less alone.

When I was young, I eventually stopped looking for a role model and decided to try and become one. Now, I'm a man with a platform and I've got a responsibility, which is why I became a patron for FEI. And you know, when the eyes of the world are upon you, you best give them a goddamn show."

Adam Pearson, FEI Patron, Actor, Activist and TV Presenter

Thanks goes to anyone who has joined **The Fight** as a regular giver so far, we are so grateful to you for coming on this journey with us and supporting Adam's campaign.

Find out more, or even better, **support us monthly here.**

2025 faceequalityinternational.org

3. EDUCATE TO TARGET DISADVANTAGE

1. Workplace Training

We have now launched our Appearance Inclusion at Work training.

There are now **six trainers with lived experience across the UK,** ready to deliver training via all staff lunch and learn sessions or champion training to businesses of any kind either in person or online.

If you're seeking to **better support and recruit people with appearance-affecting conditions** in line with your commitment to disability HR practice, find out more here.



This training has now been delivered to businesses across the UK, including UHR, Vedder Price, Reed Smith, LLP and Sephora UK.

Would your workplace benefit from an expert session on face equality?

Send us a message for more info here.

2. Artificial Intelligence and Facial Recognition Technology



We launched the findings of a community survey in line with the launch of **Visibly Invisible.**

'I've given up trying and dread the day when that's the only way I can bank independently and other verification means cease. I can't use fingerprint recognition either.' - *Survey respondent*

For banking apps alone, **only 21% told us that the technology worked every time for them.** Findings also explored social media, e-gates at airports, recruitment, photo apps, Face ID and use of other technologies like Zoom.

This is a live and constantly evolving issue which we're actively engaging on via community consultations, partnerships with academic institutions and working with companies using and developing AI technologies to ensure the facial difference community are not subject to bias, have alternative routes to face ID and are not at a disadvantage.

2025 faceequalityinternational.org

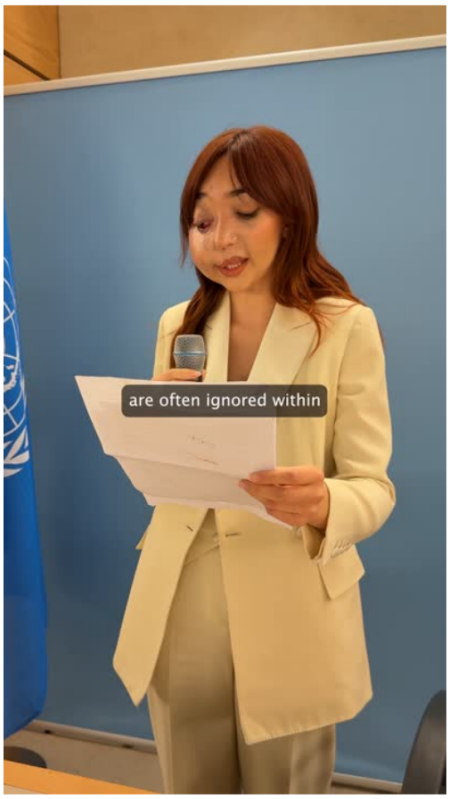
4. COLLECT EVIDENCE TO INFORM POLICY

1. Facial Difference and Inclusion in Disability Policy

United Nations Human Rights Council

In March, FEI attended the United Nations Human Rights Council in Geneva, where our Patron, Nikki Lilly delivered a speech on the inclusion of the facial difference community in disability policy and in particular digital inclusion, cyberbullying and AI.

Watch the full speech here.



Position Paper – *Disfigurement and the United Nations Convention on the Rights of Persons with Disabilities (CRPD)*

We launched a Position Paper to affirm the rights of people with disfigurements under the CRPD.

Signatures are collected here. So far, both the current and past UN Special Rapporteur on disability have signed, alongside leaders across academia and civil society.

We have also gathered members contributions to feed into key inquiries such as a report into women and girls with disabilities.

2. Establishing a research committee and strategy

With the support of a group of experts, we are now collaborating with researchers around the world to identify gaps in research where the facial difference community may benefit.

This group informs our approach to research conducted by us, along with any collaborative initiatives with universities or our members. Priority areas at the moment are digital inclusion, hospitality and broadening global reach to ensure research reflects global experiences.

2025 faceequalityinternational.org

5. GROW A SUSTAINABLE ORGANISATION

Launching a new strategy for 2025-2028

We conducted an external consultation to reaffirm how we can best serve our stakeholders. The findings were resounding in that individuals and groups sought strength from being part of a supportive global community. Groups providing vital services face constant challenges in bringing attention to this overlooked human rights issue.

From this, we established the new strategic objectives which have stuctured this report. These groups have both unique and shared challenges, with a need for knowledge sharing to reduce isolation and silos and to utilise our collective knowledge to end injustice.

The programme of support delivered to the Alliance has moved up to our number one priority. With three and a half years of establishing a credible voice as a UK charity, our sights are set on scaling our support and reaching the most underserved and underrepresented groups, to build the critical mass needed to ensure disfigurement is no longer a neglected issue.

We now ask ourselves:

1. Who are we not reaching?
2. How can we demonstrate the human impact of the movement?
3. What are the social and societal barriers that bind us and how can our unique community address them?
4. What are the issues that we can build capacity in via our educational programme, 'Empower & Equip'?
5. How can we scale our impact by working together?

Small but mighty...



Thanks to our supporters, our team is growing and therefore our impact is growing.

Behind the scenes, there are now seven of us (just under four full time equivalent) working across policy, education, member support, marketing, campaigns, operations and fundraising.

With many of us having lived experience, we are deeply connected to this work. Changing the tide on centuries of marginalisation is going to take time, and so we care a lot about best supporting this wonderful team and the wider alliance to make lasting change.

2026 is shaping up to be another exciting year of working together to shape a world free of barriers, where people with facial differences are thriving and proud to be themselves.

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Reference and Administrative Information

Charity Registration Number: 1198641. Registered in England and Wales.

Governing Document:
Constitution of a Charitable Incorporated Organisation, its only voting members are the Charity Trustees dated 14th April 2022.

Trustees:

- Jill Clark, Chair
- Shraman Ghosh, Secretary (Resigned 27th January 2026)
- Paul Wilden
- Charlotte Venter
- Henrietta Spalding
- Andrew Jarvis (Resigned 17th October 2025)
- Henrietta Worthington
- Dean Gillespie (Appointed 9th December 2024)
- Francesca Witcomb (Appointed 24th November 2025)

Key Personnel:
Key management staff responsible to the trustees for day-to-day operations:

- Phyllida Swift (CEO)

Registered Office and Administrative Address:
13B Vicarage Road, Hampton Wick, Kingston Upon Thames, KT1 4EB

Bankers: CAF Bank, 25 Kings Hill Avenue, West Malling ME19 4TA
HTB, 80 Fenchurch Street, London, EC3M 4BY
Triodos Bank, Deanery Road, Bristol, BS1 5AS

Independent Examiner: Jenifer Richardson FCA FCCA DChA, 32 Award Road, Wimborne, Dorset, BH21 7NT

Structure, Governance and Management

Recruitment and Appointment of Trustees
The Board of Trustees regularly reviews the skills, knowledge, experience and diversity required to govern the charity effectively. Trustees are recruited through open advertising, professional and sector networks, and recommendations from stakeholders. In line with the charity's mission, the Board seeks to include individuals with both professional expertise and lived experience of facial difference. Trustees are appointed for a term of three years by a resolution supported by a majority vote at a trustees meeting and may be reappointed in accordance with the charity's governing document.

Trustee Induction and Training
Upon appointment, new trustees receive an induction tailored to their role, including information on the charity's objectives, activities, governance, finances and key policies. Trustees are provided with relevant Charity Commission guidance and are encouraged to participate in appropriate training and development opportunities to ensure the Board maintains the knowledge and skills necessary for effective governance.

Organisational Structure
The charity is governed by a Board of Trustees, which has overall responsibility for setting strategy, monitoring performance, managing risk and ensuring the charity fulfils its charitable purposes. The Board meets regularly throughout the year.

Responsibility for the day-to-day management of the charity is delegated to the Chief Executive Officer, who is supported by the Head of Operations and the Head of Policy and Education. Together they oversee the delivery of the charity's activities and report regularly to the Board on strategic, operational and financial matters. Significant decisions are reserved to the Board in accordance with the charity's governing document and delegated authority arrangements.

Chair's Report

As Trustees, we are proud to reflect on a year of significant progress for Face Equality International. Throughout 2025, the charity has continued to strengthen its position as the leading global alliance for face equality, working to ensure that people with facial differences are seen, protected and respected.

This year marked an important period of growth and strategic development. Following extensive consultation with stakeholders, members and community groups, the charity launched its new strategy for 2025-2028, reaffirming the importance of building a strong, connected global movement capable of addressing the barriers faced by people with facial differences. We were pleased to discover how wide ranging our reach is, with many stakeholder groups deriving strength from belonging to a supportive international community, where meaningful progress is achieved when expertise, resources and experiences are shared.
During the year, Face Equality International expanded its reach and influence through its alliance-building work, opening its annual forum to a wider audience and engaging participants from more than twenty countries and making steps to open up membership to grassroots groups to be finalised in 2026.

Raising the visibility of the facial difference community remained a central focus. Through major campaigns including Visibly Invisible, International Face Equality Week, My Face is a Masterpiece, and Fear No Face, the charity reached millions of people worldwide, challenging misconceptions, promoting representation and encouraging greater understanding of the global need for face equality.

The Trustees are also proud of the organisation's growing contribution to policy and systemic change. During the year, Face Equality International attended the United Nations Human Rights Council, where Patron Nikki Lily delivered a pioneering statement at the Annual Debate on the Rights of Persons with Disabilities. This standout moment served as the launch of a Position Paper on the Inclusion of People with Disfigurements under the United Nations Convention on the Rights of Persons with Disabilities. This formed part of our latest campaign, Visibly Invisible which brings together themes of digital inclusion, policy and employment. These activities demonstrate the charity's commitment not only to raising awareness but also to securing long-term structural change.

Growing a sustainable organisation which exists long into the future is one of our strategic objectives, with much development having gone on in this area in 2025. Our fundraising and partnerships have grown, where we've developed new corporate offers with the launch of Appearance Inclusion at Work training. This enables employers to better understand and support people with appearance-affecting conditions, helping to remove barriers to employment and inclusion. This programme has been built to tackle an aspect of society where the FD community experience systemic disadvantage, whilst also providing a vital source of income for the charity.
As Trustees, we recognise that none of these achievements would be possible without the dedication of our staff team, volunteers, patrons, member organisations, partners and supporters. We extend our sincere thanks to everyone who contributes their expertise, lived experience, time and resources to advancing face equality around the world. We would also like to acknowledge the generosity of the charity's funders and supporters, whose investment enables this important work to continue. We were blown away to receive a game-changing grant this year, which is helping us to grow our impact and secure our future.

While considerable challenges remain, we are encouraged by the growing momentum of the global face equality movement. As the charity continues to build its capacity and expand its reach, we remain committed to ensuring that people with facial differences are no longer overlooked in society, policy, technology or public life.

The Trustees believe that Face Equality International is well positioned to build on the achievements of 2025 and deliver meaningful, lasting impact in the years ahead. Together, we will continue working towards a world free from barriers, where people with facial differences can thrive and be proud to be themselves.

On behalf of the Board of Trustees

Jill Clark
Chair of Trustees

Objectives, Activities and Public Benefit

Public Benefit
The trustees confirm that they have complied with their duty under section 17 of the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit when exercising their powers and duties.

Aims and Objectives
Our charitable objectives are:

The promotion of equality and diversity for the public benefit by:
a) The elimination of discrimination on the grounds of disability, and in particular on the grounds of facial or other physical disfigurements from any cause.
b) Advancing education and raising awareness in equality and diversity and the special problems associated with disfigurement;
c) Cultivating a sentiment in favour of equality and diversity.

In furtherance of that object but not otherwise, the trustees shall have power to engage in political activity provided that the trustees are satisfied that the proposed activities will further the purposes of the charity to an extent justified by the resources committed and the activity is not the dominant means by which the charity carries out its objects.

Activities undertaken to achieve Charity's Purpose

Objective One: Empower and equip an alliance of changemakers

Much work was conducted in 2025 surrounding our membership which has now expanded significantly. Where previously our membership offer consisted largely of co-producing our annual campaign and an annual conference to capacity build, we are now building a more structured, regular and accessible online education programme throughout the year, to share knowledge and build vital skills to best serve the FD community. One major change is the creation of a dedicated role of Member Programme Lead, where previously the membership was held by the CEO. This means that the groups we serve get dedicated support.

"Thanks to FEI, we feel that the world can change and the acceptance of people with appearance differences can improve. That our voice is heard across the world and is gaining intensity year by year, just as we are building our bases. FEI is a support and motivation for our own projects. We like that it is international and we are proud to be a part of it. Every year, more and more people join, precisely because they see how the reach and impact of FE week is growing. Through FEI week and our project, we give courage to other people to be themselves and step out of their shadows to live life to the fullest." FEI Member Organisation

Strategic review

In the Autumn of 2024 we commissioned an external consultant to conduct a review of our membership model to ensure it remains inclusive, relevant, and sustainable for the future. Finishing up in March 2025, 6 months of activities included:

- Focus groups and written feedback from 26 advocates and member organisations to explore needs, motivations and expectations of membership
- Market research into peer organisations to identify best practice in structuring and delivering inclusive, values aligned membership models
- Stakeholder consultation, reaching 53 advocates and organisations.
- Improvements to FEIs offer including new membership categories, opening up to grassroots groups, development of a Membership Pledge, and a new tiered fee structure to improve affordability and accessibility.

Stakeholder engagement spanned existing members, non-member organisations, professionals in allied/relevant fields with lived experience and individual activists with lived experience. Further membership tiers for the future which allow individuals and allied organisations to join the alliance have been scoped for potential expansion in the future.

With a strong value proposition for the membership moving forward, and a dedicated team member, we're looking forward to enhancing our capacity building support, whilst growing the membership to reach underserved and underrepresented communities. In growing the reach of the alliance, we hope to build the critical mass needed to make face equality a global reality.

Annual Forum

In October we ran an online Forum for our members which enabled us to reach more attendees than ever before, with several sessions being opened up to the general public too. We had registered attendees from 22 countries: Belgium, Canada, Switzerland, The Czech Republic, Germany, Denmark, Ecuador, Spain, France, Great Britain, India, Italy, Republic of North Macedonia, Mexico, Malaysia, Norway, Poland, Sweden, Taiwan, Turkey, USA, South Africa.

"Initially, they (Advocacy Group participants) assumed that similar initiatives were common in countries where disability advocacy is more established, such as the UK or the US. As a result, they felt like they were simply trying to catch up. But your engagement has shown them that what they're building is truly special, and your feedback also made them realize that barriers and challenges exist everywhere, but by sharing our different experiences, we can come up with new ideas or solutions." - Sunshine Welfare Foundation Taiwan

The programme spanned practical support for charities and groups in the visible difference sector including workshops on using artificial intelligence and setting up monthly giving programmes. Whilst also opening up space for peer-led learning and enabling members to share successes and challenges with their own projects with a view to supporting their fellow members to best serve their own stakeholders.

"Your thoughtful feedback and questions during the meeting were incredibly encouraging. They

helped the team recognize the unique value of this project—something they hadn't fully realized before."

The Forum demonstrated the power of sharing resources and learnings across geographies, where much can be gained when knowledge and experience is translated, shared and adapted in a specialist way.

The success of the Forum is informing our approach to the new and upcoming education programme, Empower and Equip, which will enable us to deliver regular support to visible difference groups throughout the year.

Planned new online education programme: Empower & Equip

Based on everything we've learnt in our years of running an alliance, with deeper understanding gained through an external review, we're applying this insight into a new offer titled 'Empower and Equip'. We've discovered that the isolation all too often experienced by the facial difference community is paralleled in the organisations which exist to serve them. This work is too important, and too vast for any one person or group to tackle alone, and so we plan to provide regular, online, accessible support which addresses the current needs of the visible difference sector.

Priority areas will be defined by surveying members and working closely with academic partners to conduct research to develop a monitoring and evaluation framework to track how the sharing of resources and peer-led support can improve confidence, skills, and empower and equip more changemakers to best serve the visible and facial difference community.

With thanks to the VTCT Foundation, we are extending this programme of support previously exclusive to FEI member organisations to the Appearance Collective, a network of UK charities.

Objective Two: Raise the visibility of the facial difference community

"I truly appreciate the work that you are doing. I was going through depression when I met Face Equality [International]. I read stories of people, seen their photos and it has helped me realize that I am not alone in this. I am a true masterpiece." - Survey respondent.

International Face Equality Week (IFEW)

After the success of the My Face is a Masterpiece campaign in 2024, which focused on art and creativity as a tool for social good, we collectively decided to run the campaign for a second year. This helped to generate further momentum and gave members more time to generate support for the campaign through partnerships with the likes of local galleries, artists, poets, local governments and beyond.

"I don't know what I was looking for, but I found something way better than I expected." - New supporter gained through IFEW

100% of surveyed members said being part of the Alliance was helpful when planning IFEW

activities.

"It is so powerful that the global community convenes together to demand visibility and equality. The sheer amount of diversity is what is so meaningful to me."

"It's long overdue, but it will make an incredible difference to the lives of so many around the world!"

Visibly Invisible

In February of 2025 we launched the Visibly Invisible campaign culminating of three major issues for the facial difference community:

1. Inclusion in Policy:

Recognising disfigurement within the United Nations Convention on the Rights of Persons with Disabilities has been a strategic priority for FEI since our inception.

2. Workplace Inclusion

With thanks to funding from the VTCT Foundation, we started a pilot to build training based on research conducted by our Head of Policy and Education and guidance for employers on recruitment and inclusive workplaces for people with appearance affecting conditions. More on this in objective three.

3. Digital Inclusion

The FD community are at risk of being erased by artificial intelligence, where emerging technologies pose a threat to rights and freedoms and create barriers in day-to-day life. Technology can fail to verify diverse faces as human across job applications, e-gates, ID verification and beyond. Failure to recognise our faces is far more than just an inconvenience at a passport gate and can have a profound emotional impact too.

Fear No Face

Similarly to My Face is a Masterpiece, we wanted to maintain momentum and success with previously established campaigns and so with Halloween being a particularly difficult time for many people with facial differences, we revamped our campaign from 2024 which gained more engagement than the first time.

Reach on Instagram alone for October was up 606% compared to previous month, and content interactions were up by 737%, showing that not only did we reach more people but that people were actively engaging with the content, and discussions were taking place with key target audiences such as makeup artists.

"I never thought about it...Thank you so much for sharing your perspective." "Thank you so much for

this learning opportunity." "Thank you for giving me a different perspective. I'm sorry it required you to do emotional labour of educating me. I will honour what I have learned." "I've never thought about it this way because I have the privilege to not have to. Thank you."

Objective Three: Educate to target the systemic disadvantage affecting our worldwide community

Sephora partnership

This partnership began as an awareness campaign and a series of community events and has since expanded to become a far more holistic and targeted approach to influencing practice in makeup, beauty, film and TV industries and beyond. The Fear No Face campaign played a crucial role in shifting attitudes in the general public around the use of masks and makeup which mimic FDs whilst specifically engaging makeup artists using these tropes either on their social platforms or in the film/TV industry.

At the outset of the partnership in May 2024, it was our vision to create training for beauty professionals on working with the facial difference community and creating safe and celebratory beauty spaces. We're proud to have begun this process in 2025 with a survey to explore the experiences of people with appearance affecting conditions in beauty, which has been shared with Sephora UK's extensive mailing list. This will then identify key themes and principles to create bespoke training next year. This will be rolled out across UK store openings and shop-floor retail assistants, with head office inclusion training and potential for manager and HR specific training to be built in later on, with a view to opening up employment opportunities for people with facial differences across Sephora.

More on the Workplace Training Programme

Having developed materials with consultation and input from experts on workplace inclusion, we trained nine individuals with lived experience to deliver the training at workplaces which included Sephora UK, Vedder Price and Reed Smith LLP.

This project targets an aspect of society where people with facial differences face significant challenges, be it bias in the recruitment process, being held back from progressing when compared to their non facially different counterparts, or mistreated in the workplace by colleagues and managers.

Crucially, this project also enables us to engage with businesses and create allies for the movement, building meaningful partnerships for the future and also to generate income for the individual trainers and also for FEI.

Objective Four: Collect evidence to drive policy change

Having created a research committee made up of a diverse range of multi-disciplinary academics from across the globe, we set the following research priorities:

1. Digital inclusion, in particular Artificial Intelligence
2. Customer service and retail

3. The experiences of the FD community in LMICs to broaden reach of the movement

Our Visibly Invisible campaign launch coincided with a first of its kind statement from FEI Patron Nikki Lily at the United Nations Human Rights Council Annual Debate on the Rights of Persons with Disabilities. We have been engaging at length with various UN agencies, special advisers and rapporteurs and feeding into thematic reports. This particular opportunity came off the back of engaging with human rights officers and suggesting Nikki as a speaker for the session which thematically focused on cyber-bullying. This was an incredible opportunity, and a milestone moment for the inclusion of FD within disability and human rights policy. This has led to much more engagement since, with press and policymakers.

In engaging with UN representatives over the years, we identified the need to assert the recognition of disfigurement under legal definitions of disability as many were unaware of this particular community. Also, given that all too often, the theoretical inclusion under the UN human rights model of disfigurement does not translate into the application of law in ratifying state parties. FEIs Head of Policy and Education, Dr Hannah Saunders is an expert in UK equality and disability law and in particular the 'severe disfigurement' provision and so she put together a Position Paper on this issue. This has since been signed by international disability policymakers, Disabled People's Organisations and groups including the past and present UN Special Rapporteur on Disability. This key moment also saw the launch of a research study into the experiences of the FD community with facial recognition technologies. Top lines from the research found issues with the below technologies:

Number of people reporting problems:

- 32% social media uploads
- 38% face ID / Unlock
- 46% banking / secure apps
- 58% passport e-gates
- 57% photo apps
- 33% background blurring

This research has since informed further community consultation via our members Forum and engagement with experts in the field of AI and ethics. Several projects are in the works to further research and address this issue, with a call to academics and tech providers to collaborate with us to bring about change in collaboration with the FD community.

Objective Five: Grow a sustainable organisation

A significant step-change for the organisation was made possible with the onboarding of a Head of Operations. This enabled the CEO to delegate responsibilities across areas including finance, data, digital and HR in order ensure good business management to underpin our social mission, ensuring our internal policies and practice aligns with our values. This has enabled the CEO to focus more on strategic growth and expanding the reach of our global mission with credible campaigns and projects to bring about change with and for the facial difference community.

We began a fundraising audit mid-way through 2025 with a view to reallocating internal resource to

areas of success and opportunity. Our funding remains largely institutional, with the majority coming from grants and corporate partners and a very small amount from individual donors. Expanding these areas to build out pipelines whilst sustaining and building new relationships to amplify our mission will be fundamental to our success in future. With the support of our Fundraising Committee, a group of Board members, staff and volunteers, we review our income generation activities and effectiveness, whilst setting the strategy for the future. Though we've had some success in recent years, our funder pool is still very small due to the niche nature of our international mission and so we're making every effort to reduce over reliance on a limited number of trusts and to build out income from multiple streams. Our approach to fundraising remains dignity-first, and aligned with our mission and goals, whilst remaining innovative and agile.

"Thank God for Face Equality International!!"

There is still much to be done to secure our future, but 2025 was a truly poignant year for establishing ourselves as a credible and strong organisation with exponential potential for the future. Securing a life-changing donation from the Venik Trust marked a historic moment for FEI which called for an organisation-wide review of the most effective and socially impactful way to invest funds.

An in-depth analysis of gaps in resources, and areas of need to expand our mission was conducted by the CEO, staff and trustees. This led to the creation of three new roles, and an increase in hours for the Head of Policy and Education. The Member Programme Lead role was taken on by the previous Campaigns Manager. We then recruited a Head of Marketing and Head of Operations, with all roles being part-time. This organisational structure has been set up with a view to better serving our alliance members, reaching more people with facial differences across the globe, establishing ourselves as an authority voice in order to influence policies and systems and to ensure we have robust organisational systems and practice in place to underpin our social mission. With more clearly defined roles and less reliance on the CEO to pick up gaps, we are confident about our potential to grow our mission and to reach new communities with our evolved membership offer.

"Don't give in and don't give up! You have hard battles ahead and it will take time! Thank you for you are doing!" - Survey respondent

Plan for future Periods

We are now working to a three-year business plan which sits alongside the strategy, with a focus in 2026 as establishing ourselves as a credible, authority voice on the issues impacting the FD community, with a robust organisation that is run effectively and in line with our values and ultimate purpose. With two new roles covering operations and marketing secured towards the end of 2025, we are now scaling our social impact and diversifying our income to sustain our future.

We are looking to grow the membership and reach underrepresented, underserved communities in now opening up membership to non-registered, grassroots groups. With funding secured in December 2025 to roll out a brand-new education programme for our members, we will ensure regular, online and accessible peer-led support is available to groups serving the visible and facial

difference community. With groups serving the FD community remaining our primary audience, we will continue to engage wider activists and allies and bring in new supporters.

Expanding the reach and impact of campaigns such as International Face Equality Week remains central to our mission, bringing in new stakeholders and allies each year, with a view to engaging with priority industries and issues.

Building on the evidence base and research to demonstrate the impact of our work, and to ensure the experiences of the FD community are well-documented and fed into policy consultation is an area we will build upon significantly next year with thanks to funding secured this year. With plans to continue to conduct our own research, alongside engaging the academic community, we seek to collaborate on and inspire research into face equality related areas.

Creating a movement where the facial difference community feel seen and heard on their own terms is paramount. With plans to relaunch our ambassadors programme and meaningfully engage a range of global activists in our work, we will ensure the voice of the FD community is central in all that we do.

Use of Volunteers

Volunteers contribute valuable time, skills and experience to support FEI's work, helping to extend our reach and strengthen relationships across our network. Their ongoing involvement makes an important contribution to the charity's effectiveness and impact.

Financial Governance

Financial Review

The financial results for 2025 reflect a transformational year for Face Equality International, as the inaugural year for the organisation's new 2025 – 2028 strategy, with a significant injection of income, increased investment in organisational capabilities and output activities, leading to a strengthening of the charity's financial position.

Total income for the year amounted to **£469,045** (2024: **£141,502**), representing an increase of over 230% compared with the previous year. This growth was driven by grant funding of **£428,606**, including a significant strategic grant that has enabled the charity to invest in organisational development, through the recruitment of senior level expertise, expand its reach through increased visibility growth objectives, and strengthen its long-term sustainability as part of its 2025 – 2028 strategy. Income was further supported by donations and legacies of **£19,404**, membership and trading income of **£20,476**, and investment income of **£559**.

Total expenditure during the year was **£192,341** (2024: **£116,679**). Expenditure increased in line with the charity's strategic objectives and reflected investment in growing organisational capacity, strengthening governance and operational systems, and expanding the charity's ability to influence policy and support the global facial difference community. As a result, the charity generated a net surplus of **£276,704** (2024: surplus of **£24,823**). Total funds carried forward at 31 December 2025 were **£359,586** (2024: **£82,882**), all of which were held as unrestricted funds following the completion of activities funded through restricted grants during the year.

We are incredibly grateful to our current funders for the grants made available within the year:

The Venik Trust	£400,000
The Fore	£ 15,000
Joffe Trust	£ 5,000
Persula Foundation	£ 5,000
Souter Charitable Foundation	£ 3,000
North Carolina Community Foundation	£ 606
Total	**£428,606**

Face Equality International's financial position remains strong with a confident outlook to achieve its strategy over the next three years. Cash balances at year end were **£366,826** (2024: **£87,625**) and net current assets stood at **£359,586** (2024: **£82,882**). Following the notable growth in grant funding, the charity developed its reserve policy and introduced an investment policy to maximise and protect the grants received. The Trustees consider these reserves sufficient to support the delivery of the charity's strategic objectives while providing appropriate financial resilience against future uncertainty.

The charity and its Trustees are satisfied that 2025 was one of development and setting the stage for the remaining years of Face Equality International's new strategy. With long-term sustainability and income diversification, as well as a new membership strategy, a focus for the future the Trustees are satisfied with the charity's financial position at the year end and consider it well placed to continue to achieve both growth and long-term impact.

Investment Policy

This policy sets out the principles and guidelines for managing the charity's investments to ensure they support our charitable objectives and comply with legal and regulatory requirements.
The primary objectives of our investment policy are:

- To safeguard its funds by holding them in cash or near-cash deposits, ensuring availability for charitable activities.
- To protect and maintain the charity's assets in line with our risk tolerance.
- To invest responsibly, reflecting our values and avoiding conflicts with our charitable purposes.

Where possible, the charity will select banking providers aligned with its values, and all new providers will require trustee approval. Funds will be maintained in accounts that allow timely access to meet operational needs and planned accordingly. We will always maintain six months of operating costs within instant access accounts and ensure any additional funds held can be accessed to cover a further six months operating costs.

To safeguard the charity's funds, the majority of deposits will be held with institutions covered by the Financial Services Compensation Scheme (FSCS). The FSCS protects eligible deposits up to £120,000 per entity, per authorised firm. This means the charity's total deposits with any single banking group must not exceed this limit to ensure full protection. Investment portfolios or organisations which are not covered by the FSCS must be approved by the board.
The trustees will review this policy annually and ensure the charity reports on the investment performance and compliance in the annual accounts.

Reserves Policy

As part of the annual financial review, the Trustees assess the appropriate level of reserves required to ensure prudent financial management and the long-term sustainability of the charity. The charity holds free reserves to support resilience, continuity, and strategic delivery in a context where income is uncertain and demand for services is increasing. Free reserves are held to:

- Provide financial resilience where a significant proportion of income is unpredictable.
- Protect stakeholders by ensuring continuity of service delivery, particularly where interruption would have a material impact.
- Enable the charity to manage growth in demand and organisational capacity.
- Support effective financial planning where there is limited flexibility in the cost base without impacting service delivery.
- Manage unexpected events or significant operational disruption.
- Absorb unforeseen reductions in income and allow time to implement mitigating actions.
- Enable the charity to respond to strategic opportunities and emerging risks.
- Ensure the charity can meet contractual and operational commitments under financial stress.

Free reserves are defined as unrestricted funds that are not restricted for specific purposes, designated for future commitments, or invested in tangible fixed assets. These reserves are therefore available to support the general activities of the charity

The Trustees have determined that the appropriate level of free reserves is 4 to 6 months of budgeted operational expenditure. This target has been set based on the charity's specific circumstances and risk profile, in line with Charity Commission guidance.

At the date of the year end:

- Free reserves: £359,586
- Planned annual expenditure (2026/27): £300,682
- Target range: £100,227 – £150,340

Free reserves exceed the target range due to a significant one-off donation, which is being applied strategically over time to support sustainable capacity building, service expansion, and increased reach. The Trustees recognise the need to secure ongoing funding to sustain this enhanced level of activity.

The charity undertakes regular financial forecasting through quarterly management accounts, prepared by the Head of Operations, to monitor reserve levels against the agreed target range. Where forecasts indicate that free reserves are likely to exceed the upper limit of the target range on a sustained basis, typically for more than six months, and are expected to continue on that trajectory, the Trustees will develop a plan to apply the surplus in a way that advances the charity's objectives, such as through strategic investment or service development. Conversely, where forecasts indicate that free reserves are likely to fall below the lower limit of the target range for a sustained period, typically more than three months, and are expected to continue declining, the Trustees will implement a remedial action plan. This may include targeted fundraising activity, a review of staffing and cost structures, and a reassessment of priorities to ensure that expenditure is aligned with sustainable income levels and the long-term financial stability of the charity.
This policy is reviewed annually as part of the budgeting and financial planning process, and more frequently where there are significant changes in income or expenditure.

Risk Management

The Trustees maintain a risk register which is reviewed regularly throughout the year and updated as required. The Board considers strategic, governance, operational, financial, reputational and regulatory risks and is satisfied that appropriate systems and controls are in place to manage identified risks. The principal risks and uncertainties facing the charity are set out below.

Financial sustainability and income diversification
As a growing organisation, the charity remains dependent on securing sufficient unrestricted income to support its core operations, headcount, and strategic objectives. The Trustees recognise the risks associated with reliance on a limited number of funding sources or one-off grants and therefore seek to diversify income streams wherever possible and maximise existing streams through improved organisational capacity. Financial performance, cash flow, reserves and income generation opportunities are reviewed regularly, with performance and investment decisions assessed against their potential to strengthen long-term financial sustainability and organisational resilience.

Cybersecurity, IT and data protection
The charity relies on digital systems for the delivery of its activities and the management of stakeholder information. Risks include cyber attack, loss of IT services and data protection breaches. Mitigations include multi-factor authentication, dual authorisation for financial transactions, staff awareness measures, external IT support and ongoing oversight of data protection responsibilities.

Political and external environment
The charity operates internationally in a rapidly evolving social, political and policy environment. Changes in legislation, public policy and wider debates relating to diversity, equity and inclusion may affect partnerships, membership engagement, service demand and funding opportunities. Trustees monitor external developments and regularly review the organisation's strategic response.

Reputation and stakeholder confidence
The charity's effectiveness depends upon maintaining the confidence of members, partners, funders and the wider community. Reputational risks may arise through partnerships, public communications, advocacy activity or association with contentious issues. Trustees seek to mitigate these risks through oversight of strategic relationships, evidence-based decision making and adherence to the charity's values and charitable purposes.

Organisational capacity and succession planning
The charity's delivery and strategic progress depend on maintaining sufficient organisational capacity and retaining key skills and knowledge. The unexpected departure of key personnel could impact operations, stakeholder relationships and programme delivery. Trustees monitor workforce capacity, support knowledge sharing and oversee succession planning to strengthen organisational resilience.

Governance, compliance and ethical use of technology
The charity is committed to maintaining high standards of governance, safeguarding and regulatory compliance. Risks include failure to maintain an effective policy framework, non-compliance with legal or regulatory requirements, and the inappropriate use of emerging technologies or data. Trustees oversee policies and procedures, monitor compliance obligations and safeguarding responsibilities, and consider the ethical implications of new technologies to ensure activities remain consistent with the charity's values and responsibilities.

Based on its regular review of risk, the Board has not identified any risk that threatens the charity's ability to continue as a going concern.

The Board of Trustees are satisfied with the performance of the charity during this period and with the position at 31st December 2025 and consider that the charity is in a reasonable position to continue and expand its activities in the coming year.

Approved by the Trustees of the charity on …*14th October 2026*… and signed on its behalf by:

Jill Clark
Chair of Trustees

Independent Examiner's Report to the trustees of Face Equality International

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31st December 2025.

Respective responsibilities of trustees and examiner

As the Trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.



……..
JA Richardson
Dated: *20th October 2026*

Statement of Financial Activities for the Year Ended 31st December 2025

	Note	Unrestricted £	Restricted £	Total 2025 £	As reclassified Total 2024 £
Income from:					
Donations and legacies	2	19,404	-	19,404	22,666
Grants	3	423,000	5,606	428,606	98,757
Memberships and other trading activities	4	19,476	1,000	20,476	19,917
Investment income	5	559	-	559	163
Total Income		**462,439**	**6,606**	**469,045**	**141,502**
Expenditure on:					
Raising funds	6	18,511	185	18,696	15,868
Charitable activities.	7	102,523	41,282	143,805	87,931
Support Costs.	8	26,775	3,065	29,840	12,880
Total Expenditure		**147,808**	**44,533**	**192,341**	**116,679**
Net income/(expenditure)		314,631	(37,927)	276,704	24,823
Transfers between funds		-	-	-	-
Net movement in funds.	**14**	**314,631**	**(37,927)**	**276,704**	**24,823**
Reconciliation of funds					
Total funds brought forward		**44,955**	**37,927**	**82,882**	**58,059**
Total funds carried forward		**359,586**	-	**359,586**	**82,882**

The notes on pages 29 to 36 form an integral part of these financial statements.

Balance Sheet as at 31st December 2025

	Note	2025	2024
Current assets		**£**	**£**
Debtors	11	2,000	-
Cash at bank and in hand		366,826	87,625
Total Current Assets		**368,826**	**87,625**
Creditors: Amounts falling due within one year.	**12**	**(9,240)**	**(4,743)**
NET CURRENT ASSETS		**359,586**	**82,882**
Funds of the Charity:			
Restricted funds		-	37,927
Unrestricted funds		359,586	44,955
Total funds	**14**	**359,586**	**82,882**

The notes on pages 29 to 36 form an integral part of these financial statements

The financial statements were approved by the trustees and authorised for issue on …*14th October 2026*. and signed on their behalf by:

Jill Clark
Chair of Trustees

Notes to the Financial Statements for the Year Ended 31st December 2025

1. Accounting Policies

Basis of preparing the financial statements
The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention. The charity has taken advantage of the exemption under FRS102 not to prepare a cashflow statement. No material uncertainties exist that may impact on going concern.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably. Gifts in kind have been received in respect of ad hoc legal services but cannot be quantified so have not been included in income and expenditure in these financial statements.

Reclassification of prior year income
Fundraising income of £5,847 was incorrectly classified as donations (note 2) in the prior year and has been correctly classified as fundraising income in note 2 in the 2025 financial statements.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

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

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

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits
The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Membership
Face Equality International is a charity that operates a membership model. Membership is open to any organisation or community group, anywhere in the world with similar aims and objectives. Members contribute by paying a fee each year, based on their own charitable income.

Raising funds
These are costs incurred in attracting voluntary income, and primarily in the employment of a freelance fundraising consultant.

Charitable activities
Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs
Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs
These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustee's meetings and reimbursed expenses.

Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Creditors
Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably

2. Income from Donations and Legacies

	Unrestricted Funds	Restricted Funds	Total Funds 2025	As reclassified Total Funds 2024
	£	£	£	£
Donations and legacies:				
Appeals and Donations	18,926	-	18,926	22,666
Legacies	-	-	-	-
Gift aid reclaimed	478	-	478	-
Total	**19,404**	**-**	**19,404**	**22,666**

Notes to the Financial Statements for the Year Ended 31st December 2025

3. Income from Grants

	Unrestricted Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
	£	£	£	
Grants from other charities	423,000	5,606	428,606	98,757
Total	**423,000**	**5,606**	**428,606**	**98,757**

Unrestricted and restricted grants are detailed in the Trustees Report.

4. Income from Other Trading Activities

	Unrestricted Funds	Restricted Funds	Total Funds 2025	As reclassified Total Funds 2024
	£	£	£	£
Trading income:				
Subscriptions from Members	12,000	-	12,000	14,070
Training	3,900	-	3,900	-
Fundraising	3,576	1,000	4,576	5,847
Total	**19,476**	**1,000**	**20,476**	**19,917**

5. Investment Income

	Unrestricted Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
	£	£	£	£
Interest	559	-	559	163
Total	**559**	**-**	**559**	**163**

6. Expenditure on Raising Funds

Costs of generating grants, donations and legacies	Unrestricted Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
	£	£	£	
Fundraising Consultant	16,480	-	16,480	15,808
Other fundraising expenses	2,031	-	2,031	60
Project	-	185	185	
Total	**18,511**	**185**	**18,696**	**15,868**

Notes to the Financial Statements for the Year Ended 31st December 2025

7. Expenditure on Charitable Activities

	Unrestricted Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
	£	£	£	£
Project Delivery	69	3,050	3,119	5,803
Website Hosting	-	272	272	599
Staff Costs	99,437	32,300	131,737	78,835
Travelling Expenses	1,496	810	2,306	2,130
Advertising & Marketing	1,521	4,850	6,371	563
Total	**102,523**	**41,282**	**143,805**	**87,931**

8. Support Costs

	Unrestricted Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
	£	£	£	£
Accountancy and Bookkeeping Support	3,066	542	3,608	3,779
Bank Fees	243	-	243	394
Consulting	1,900	1,475	3,375	4,598
HR and related costs	12,551	-	12,551	359
Independent examination	1,350	-	1,350	
Insurance	548	-	548	253
IT Software and Consumables	3,651	762	4,413	765
Office Sundries	491	-	491	-
Platform Fees	219	-	219	144
Postage, Freight and Courier	90	-	90	61
Rent	1,621	286	1,907	1,307
Staff Training and Development	764	-	764	789
Subscriptions & Memberships	107	-	107	35
Subsistence and Volunteer Expenses	174	-	174	398
Total	**26,775**	**3,065**	**29,840**	**12,880**

9. Governance

Trustee meeting expenses:

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year. No trustees have received any other benefits from the charity during the year.

Independent examiner's remuneration

This fee is included in independent examination in note 8. The prior year independent examination was carried out pro bono.

Notes to the Financial Statements for the Year Ended 31st December 2025

10. Staff Costs

The aggregate payroll costs were as follows:

	2025	2024
	£	£
Staff costs during the year were:		
Wages and salaries	125,097	76,281
Pension Costs	2,421	1,620
Employers National Insurance	4,219	934
Total	**131,737**	**78,835**

During the year the charity had 6 employees compared to the previous year when 3 people were employed. Some of the employees are part-time so the full time equivalent at the year-end was 3.48 (2024: 1.52).

No employee received emoluments of more than £60,000 during the year. Key management personnel received total remuneration of £54,897 during the year.

11. Debtors

	2025	2024
	£	£
Trade Debtors	2,000	-

12. Creditors

	2025	2024
	£	£
Trade Creditors	3,016	966
Accruals and deferred income	1,350	-
Taxes and Social Security	3,998	3,330
Other Creditors	876	447
Total	**9,240**	**4,743**

13. Movement in Funds

Funds	Balance at 1st Jan 2025	Incoming Resources	Resources Expended	Transfers between funds	Balance at 31st Dec 2025
	£	£	£	£	£
Unrestricted funds					
Core Funds	**44,955**	**462,439**	**147,808**	**-**	**359,586**
Restricted funds					
Awareness	49	-	49	-	-
Events and Forum	2,537	-	2,537	-	-
Human Rights	15,000	-	15,000	-	-
International Face Equality Week	1,013	1,000	2,013	-	-
Reducing Stigma	3,794	606	4,401	-	-
Training	15,533	-	15,533	-	-
Empower and Equip	-	5,000	5,000	-	-
Total restricted funds	**37,927**	**6,606**	**44,533**	**-**	**-**
Total funds	**82,882**	**469,045**	**192,341**	**-**	**359,586**

Prior Year Funds	Balance at 1st Jan 2024	Incoming Resources	Resources Expended	Transfers between funds	Balance at 31st Dec 2024
	£	£	£	£	£
Unrestricted funds					
Core Funds	**54,215**	**86,151**	**95,412**	**-**	**44,955**
Restricted funds					
Awareness	49	-	-	-	49
Education	2,810			(2,810)	
Events and Forum	-	6,189	3,652	-	2,537
Human Rights	-	15,000	-	-	15,000
International Face Equality Week	-	2,162	1,149	-	1,013
Reducing Stigma	984	-	-	2,810	3,794
Training	-	32,000	16,467	-	15,533
Total restricted funds	**3,844**	**55,351**	**21,268**	**-**	**37,927**
Total funds	**58,059**	**141,502**	**116,679**	**-**	**82,882**

Notes to the Financial Statements for the Year Ended 31st December 2025

14. Narrative disclosure of Movement in Funds

Explanation of funds:

Awareness:

Since the outset of FEI's work in 2018, building a public profile has been essential to establishing our mission. Our marketing and digital communications is led by the Communications Officer. The awareness fund enables us to attract financial support for activities that amplify and promote our mission, promote the charity, and build online audiences of activists and allies throughout the year, and as part of our annual campaign.

Education:

Established in 2021 with FEI Guernsey, this fund was set up to support the launch and development of the FEI Education Hub, which to this day continues to be a unique, public-access library that pulls together expertise from across the sector to educate the general public, business, media and schools on how to make face equality a reality. New materials continue to be co-produced, translated and reviewed before being featured and disseminated.

Events and Forum:

This fund also enables us to seek support and allocate funding for our annual members conference, The FEI Forum.

Human Rights:

As of May 2024, after an 18-month long consultation with members and communities, FEI sought to focus on positioning face equality as an independent equality and human rights issue. This involves both legal and social recognition specifically for the facial difference community. By conducting legal and policy research, inputting into international human rights agendas, and ensuring the voices of the facial difference community are heard, FEI will continue to gather support through funders that prioritise furthering the global human rights movement.

International Face Equality Week:

This fund is in support of the annual International Face Equality Week campaign in May of each year.

Reducing Stigma:

Our first grant to reduce stigma was secured via FEI's founder member, Smile Train, in September 2024. This strategic priority incorporates all of the other strategic priorities as a method to reduce stigma, but the fund has a focus on globalising the campaign, and ensuring our work reaches communities in low to middle income countries, where stigma and superstition around disfigurement is documented as being the most extreme.

Training:

With thanks to the VTCT Foundation, we received a grant for a pilot to build a workplace training programme.

Empower and Equip:

The Empower & Programme aims to address some of the challenges experienced by organisations who serve those with appearance-affecting conditions. The programme is designed to build organisation's capacity and reduce silos through resources including webinars, expert clinics and knowledge sharing.

15. Prior year Statement of Financial Activities

	Unrestricted £	Restricted £	*As restated Total 2024 £	Total 2023 £
Income from:				
Donations and legacies	20,117	2,549	22,666	6,519
Grants	45,955	52,802	98,757	54,112
Memberships and other trading activities	19,917	-	19,917	14,056
Interest	163	-	163	-
Total Income	**86,151**	**55,351**	**141,502**	**74,687**
Expenditure on:				
Raising funds	15,403	465	15,868	11,000
Charitable activities	69,766	18,165	87,931	72,110
Support Costs	10,243	2,637	12,880	9,370
Total Expenditure	**95,412**	**21,268**	**116,679**	**92,480**
Net income/(expenditure)	(9,260)	34,083	24,823	(17,793)
Transfers between funds	-	-	-	-
Net movement in funds	(9,260)	34,083	24,823	(17,793)
Reconciliation of funds				
Total funds brought forward	54,215	3,844	58,059	75,852

16. Related Party Transactions

A total of one Trustees donated £120 to the charity in the reporting period with no conditions attached.

An unconditional grant of £400,000 was received from The Venik Trust in the year. Charlotte Venter is also a Trustee of The Venik Trust.