

REGISTERED COMPANY NUMBER: 03862592 (England and Wales)
REGISTERED CHARITY NUMBER: 1124892

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 MARCH 2013
FOR
DISCRIMINATION LAW ASSOCIATION (D.L.A.)

Griffins
Chartered Accountants
Griffins Court
24-32 London Road
NEWBURY
Berkshire
RG14 1JX

DISCRIMINATION LAW ASSOCIATION (D.L.A.)

CONTENTS OF THE FINANCIAL STATEMENTS
for the year ended 31 March 2013

	Page
Report of the Trustees	1 to 3
Independent Examiner's Report	4
Statement of Financial Activities	5
Balance Sheet	6 to 7
Notes to the Financial Statements	8 to 10
Detailed Statement of Financial Activities	11

DISCRIMINATION LAW ASSOCIATION (D.L.A.)

REPORT OF THE TRUSTEES
for the year ended 31 March 2013

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2013. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
03862592 (England and Wales)

Registered Charity number
1124892

Registered office
33 Cromwell Avenue
Highgate
LONDON
N6 5HN

Trustees

Ms C Casserley
Ms E G Moon
Ms B M Cohen
Ms T Lewis
M J Reed
Miss S J Garner
P Reading
Ms C G Gooding
M E Newman
Ms R Marsh
Ms M Bharania
D Stephenson
Ms S Khan
I Moss
Ms B Parkes
Ms K Hosking
P Kumar
P Daly

Company Secretary
C Atkinson

Independent examiner

Griffins
Chartered Accountants
Griffins Court
24-32 London Road
NEWBURY
Berkshire
RG14 1JX

DISCRIMINATION LAW ASSOCIATION (D.L.A.)

REPORT OF THE TRUSTEES for the year ended 31 March 2013

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Discrimination Law Association is constituted as a company limited by guarantee and is therefore governed by its Memorandum and Article of Association.

Organisational structure

The charity is organised so that the trustees meet periodically to manage the charity's affairs. There is a part time administrator who manages the day to day administration of the charity, organises meetings and deals with the financial paperwork.

The Executive Committee consists of the chair, the secretary, the treasurer and up to 12 members elected in accordance with the articles of association of the company. The Executive Committee manages the business of association and exercises such powers that are not required to be exercised by the association in general meeting. Decisions of the Executive Committee are made by majority vote,

At each Annual General Meeting all the committee members retire and are eligible for re election.

Decisions are taken by majority vote of the membership of the association. The rules regarding membership and voting at the Annual General Meeting and the other general meetings termed Extraordinary General Meetings are detailed and complex and may be found in the Articles of Association of the company.

The trustees are given induction training which covers:

1. DLA policy and procedure
2. DLA constitution
3. DLA's legal status
4. Responsibilities and duties of trustees under the Charity Acts
5. Responsibilities and duties of directors under Companies Act then in force
6. Role of the DLA
7. Management and organisational structure of the DLA

Risk management

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

OBJECTIVES AND ACTIVITIES

Objectives and aims

The objects of the charitable company are:

1. To promote good community relations by improving the assistance and support given to those who are or may become subjected to discrimination by reason of race, sex, religion or belief, age, sexuality, disability or any other aspect of their position or status that is stated by domestic UK or European law as being grounds upon which is discrimination is deemed unlawful;
2. To advance education and training in the field of legal representation for those who are or become subjected to discrimination by reason of race, sex, religion or belief, age, sexuality, disability or any other aspect of their position or status that is stated by domestic UK or European law as being grounds upon which discrimination is deemed unlawful;

Significant activities

These activities are considered to be a defined public benefit under section 2(2) of the Charities Act 2006.

The company provides a forum and an information resource for those involved in the field of legal advice concerning all forms of discrimination.

DISCRIMINATION LAW ASSOCIATION (D.L.A.)

REPORT OF THE TRUSTEES
for the year ended 31 March 2013

ACHIEVEMENT AND PERFORMANCE

Achievements and performance

During the year there have been the following achievements:

1. A conference was held to discuss recent legal developments in the field of discrimination.
2. The legal briefings update service to members was maintained.
3. A periodic newsletter was published to disseminate information concerning recent legal developments in the field of discrimination.
4. Input was made in relation to submissions made to government/other agencies in key areas.
5. Learned speakers spoke at meetings in relation to discrimination law.

FINANCIAL REVIEW

Reserves policy

It is the policy of the Association to maintain unrestricted funds at a level which equates to approximately 2 to 3 months expenditure. At the year end there were funds sufficient to cover three month's expenditure.

ON BEHALF OF THE BOARD :

.....
Trustee

Date:

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
DISCRIMINATION LAW ASSOCIATION (D.L.A.)

I report on the accounts for the year ended 31 March 2013 set out on pages five to ten.

Respective responsibilities of trustees and examiner

The charity's trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under Section 144(2) of the Charities Act 2011 (the 2011 Act)) and that an independent examination is required.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under Section 145 of the 2011 Act
- to follow the procedures laid down in the General Directions given by the Charity Commission (under Section 145(5)(b) of the 2011 Act); and
- to state whether particular matters have come to my attention.

Basis of the independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statements below.

Independent examiner's statement

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

- (1) which gives me reasonable cause to believe that, in any material respect, the requirements
- to keep accounting records in accordance with Section 386 and 387 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of Sections 394 and 395 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Griffins
Chartered Accountants
Griffins Court
24-32 London Road
NEWBURY
Berkshire
RG14 1JX

Date:

DISCRIMINATION LAW ASSOCIATION (D.L.A.)

STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 31 March 2013

	Notes	2013 Unrestricted funds £	2012 Total funds £
INCOMING RESOURCES			
Incoming resources from generated funds			
Voluntary income		22,142	21,745
Activities for generating funds	2	6,982	9,173
Investment income	3	103	19
		<hr/>	<hr/>
Total incoming resources		29,227	30,937
 RESOURCES EXPENDED			
Costs of generating funds			
Costs of generating voluntary income		386	174
Charitable activities			
Charity expenditure		11,476	16,417
Governance costs		11,793	11,865
Other resources expended		1,577	-
		<hr/>	<hr/>
Total resources expended		25,232	28,456
 NET INCOMING RESOURCES			
		<hr/>	<hr/>
		3,995	2,481
 RECONCILIATION OF FUNDS			
Total funds brought forward		23,228	20,747
 TOTAL FUNDS CARRIED FORWARD			
		<hr/> <hr/>	<hr/> <hr/>
		27,223	23,228

The notes form part of these financial statements

DISCRIMINATION LAW ASSOCIATION (D.L.A.)

BALANCE SHEET
At 31 March 2013

		2013 Unrestricted funds £	2012 Total funds £
FIXED ASSETS	Notes		
Tangible assets	7	548	730
CURRENT ASSETS			
Cash at bank		28,270	24,212
CREDITORS			
Amounts falling due within one year	8	(1,595)	(1,714)
NET CURRENT ASSETS		<u>26,675</u>	<u>22,498</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		27,223	23,228
NET ASSETS		<u>27,223</u>	<u>23,228</u>
FUNDS	9		
Unrestricted funds		<u>27,223</u>	<u>23,228</u>
TOTAL FUNDS		<u>27,223</u>	<u>23,228</u>

The notes form part of these financial statements

DISCRIMINATION LAW ASSOCIATION (D.L.A.)

BALANCE SHEET - CONTINUED

At 31 March 2013

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2013.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2013 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

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

.....
Trustee

DISCRIMINATION LAW ASSOCIATION (D.L.A.)

notes to the financial statements
for the year ended 31 March 2013

1. ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

Incoming resources

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

Resources expended

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.

Tangible fixed assets

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

Plant and machinery etc - 25% on reducing balance

Taxation

The charity is exempt from corporation 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.

2. ACTIVITIES FOR GENERATING FUNDS

	2013	2012
	£	£
Conference fees	6,982	9,173
	<u>6,982</u>	<u>9,173</u>

3. INVESTMENT INCOME

	2013	2012
	£	£
Deposit account interest	103	19
	<u>103</u>	<u>19</u>

4. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging/(crediting):

	2013	2012
	£	£
Depreciation - owned assets	182	244
	<u>182</u>	<u>244</u>

DISCRIMINATION LAW ASSOCIATION (D.L.A.)

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the year ended 31 March 2013

5. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2013 nor for the year ended 31 March 2012 .

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2013 nor for the year ended 31 March 2012 .

6. STAFF COSTS

	2013	2012
	£	£
Wages and salaries	10,659	10,605
	<u>10,659</u>	<u>10,605</u>

7. TANGIBLE FIXED ASSETS

	Plant and machinery etc £
COST	
At 1 April 2012 and 31 March 2013	4,810
	<u>4,810</u>
DEPRECIATION	
At 1 April 2012	4,080
Charge for year	182
	<u>4,262</u>
At 31 March 2013	4,262
	<u>4,262</u>
NET BOOK VALUE	
At 31 March 2013	548
	<u>548</u>
At 31 March 2012	730
	<u>730</u>

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2013	2012
	£	£
Taxation and social security	90	109
Other creditors	1,505	1,605
	<u>1,595</u>	<u>1,714</u>
	<u>1,595</u>	<u>1,714</u>

DISCRIMINATION LAW ASSOCIATION (D.L.A.)

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the year ended 31 March 2013

9. MOVEMENT IN FUNDS

	At 1/4/12 £	Net movement in funds £	At 31/3/13 £
Unrestricted funds			
General fund	23,228	3,995	27,223
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>23,228</u>	<u>3,995</u>	<u>27,223</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	29,227	(25,232)	3,995
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>29,227</u>	<u>(25,232)</u>	<u>3,995</u>

DISCRIMINATION LAW ASSOCIATION (D.L.A.)

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 31 March 2013

	2013 £	2012 £
INCOMING RESOURCES		
Voluntary income		
Membership fees	22,142	21,745
Activities for generating funds		
Conference fees	6,982	9,173
Investment income		
Deposit account interest	103	19
Total incoming resources	<u>29,227</u>	<u>30,937</u>
RESOURCES EXPENDED		
Costs of generating voluntary income		
Conference expenses	386	174
Charitable activities		
Wages	-	711
Briefings	11,476	14,073
	<u>11,476</u>	<u>14,784</u>
Governance costs		
Wages	10,659	9,894
Accountancy	1,134	1,971
	<u>11,793</u>	<u>11,865</u>
Support costs		
Management		
Travel	-	225
Telephone	382	367
Postage and stationery	276	379
Sundry	284	95
Insurance	328	203
Depreciation of tangible and heritage assets	182	244
	<u>1,452</u>	<u>1,513</u>
Finance		
Bank charges	125	120
Total resources expended	<u>25,232</u>	<u>28,456</u>
Net income	<u><u>3,995</u></u>	<u><u>2,481</u></u>

This page does not form part of the statutory financial statements