

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 2011
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.)

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for the year ended 31 March 2011

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DISCRIMINATION LAW ASSOCIATION (D.L.A.)

REPORT OF THE TRUSTEES
for the year ended 31 March 2011

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 2011. 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	Director	
U I Burnham	Director	
Ms E G Moon	Director	
Ms B M Cohen	Director	
S Qureshi	Director	
Ms T Lewis	Director	
M J Reed	Director	
Miss S J Garner	Director	
P Reading	Director	
Ms C G Gooding	Director	
M E Newman	Director	
Ms R Marsh		- appointed 14/2/2011
Ms M Bharania		- appointed 14/2/2011
D Stephenson		- appointed 14/2/2011

Company Secretary
C Atkinson

Independent Examiner

Griffins
Chartered Accountants
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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.

DISCRIMINATION LAW ASSOCIATION (D.L.A.)

REPORT OF THE TRUSTEES for the year ended 31 March 2011

STRUCTURE, GOVERNANCE AND MANAGEMENT

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 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 2011

ACHIEVEMENT AND PERFORMANCE

Achievements and performance

During the year there have been the following achievements:

1. Debate 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

16 December 2011

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 2011 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 43(2) of the Charities Act 1993 (the 1993 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 43 of the 1993 Act
- to follow the procedures laid down in the General Directions given by the Charity Commission (under Section 43(7)(b) of the 1993 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.

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16 December 2011

DISCRIMINATION LAW ASSOCIATION (D.L.A.)

STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 31 March 2011

	Notes	2011 Unrestricted funds £	2010 Total funds £
INCOMING RESOURCES			
Incoming resources from generated funds			
Voluntary income		25,175	29,388
Activities for generating funds	2	16,175	4,482
Investment income	3	13	4
Other incoming resources		-	75
		<hr/>	<hr/>
Total incoming resources		41,363	33,949
 RESOURCES EXPENDED			
Costs of generating funds			
Costs of generating voluntary income		1,060	-
Charitable activities			
Charity expenditure		21,094	20,480
Governance costs		6,160	5,640
Other resources expended		-	2,894
		<hr/>	<hr/>
Total resources expended		28,314	29,014
 NET INCOMING RESOURCES			
		<hr/>	<hr/>
		13,049	4,935
 RECONCILIATION OF FUNDS			
Total funds brought forward		7,698	2,763
 TOTAL FUNDS CARRIED FORWARD			
		<hr/> <hr/>	<hr/> <hr/>
		20,747	7,698

The notes form part of these financial statements

DISCRIMINATION LAW ASSOCIATION (D.L.A.)

BALANCE SHEET
At 31 March 2011

	Notes	2011 Unrestricted funds £	2010 Total funds £
FIXED ASSETS			
Tangible assets	7	974	1,299
CURRENT ASSETS			
Debtors	8	-	1,130
Cash at bank and in hand		20,775	7,458
		<u>20,775</u>	<u>8,588</u>
CREDITORS			
Amounts falling due within one year	9	(1,002)	(2,189)
		<u>19,773</u>	<u>6,399</u>
NET CURRENT ASSETS			
		<u>20,747</u>	<u>7,698</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			
		<u>20,747</u>	<u>7,698</u>
NET ASSETS			
		<u>20,747</u>	<u>7,698</u>
FUNDS			
Unrestricted funds	10	20,747	7,698
		<u>20,747</u>	<u>7,698</u>
TOTAL FUNDS			
		<u>20,747</u>	<u>7,698</u>

The notes form part of these financial statements

DISCRIMINATION LAW ASSOCIATION (D.L.A.)

BALANCE SHEET - CONTINUED

At 31 March 2011

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2011.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2011 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 16 December 2011 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 2011

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.

Pension costs and other post-retirement benefits

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

2. ACTIVITIES FOR GENERATING FUNDS

	2011	2010
	£	£
Conference fees	16,125	2,604
Advertising fees	50	1,000
Publication income	-	878
	<u>16,175</u>	<u>4,482</u>

3. INVESTMENT INCOME

	2011	2010
	£	£
Deposit account interest	<u>13</u>	<u>4</u>

DISCRIMINATION LAW ASSOCIATION (D.L.A.)

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the year ended 31 March 2011

4. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging/(crediting):

	2011	2010
	£	£
Depreciation - owned assets	325	434
	<u> </u>	<u> </u>

5. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2011 nor for the year ended 31 March 2010 .

Trustees' Expenses

There were no trustees' expenses paid for the year ended 31 March 2011 nor for the year ended 31 March 2010 .

6. STAFF COSTS

	2011	2010
	£	£
Wages and salaries	14,922	10,745
Other pension costs	319	911
	<u> </u>	<u> </u>
	<u>15,241</u>	<u>11,656</u>

7. TANGIBLE FIXED ASSETS

	Plant and machinery etc £
COST	
At 1 April 2010 and 31 March 2011	<u>4,810</u>
DEPRECIATION	
At 1 April 2010	3,511
Charge for year	<u>325</u>
At 31 March 2011	<u>3,836</u>
NET BOOK VALUE	
At 31 March 2011	<u> </u> <u>974</u>
At 31 March 2010	<u> </u> <u>1,299</u>

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2011	2010
	£	£
Other debtors	-	1,130
	<u> </u>	<u> </u>

DISCRIMINATION LAW ASSOCIATION (D.L.A.)

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the year ended 31 March 2011

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2011	2010
	£	£
Trade creditors	(1)	1
Taxation and social security	(602)	258
Other creditors	1,605	1,930
	<u>1,002</u>	<u>2,189</u>

10. MOVEMENT IN FUNDS

	At 1/4/10	Net movement in funds	At 31/3/11
	£	£	£
Unrestricted funds			
General fund	7,698	13,049	20,747
	<u>7,698</u>	<u>13,049</u>	<u>20,747</u>
TOTAL FUNDS	<u>7,698</u>	<u>13,049</u>	<u>20,747</u>

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	41,363	(28,314)	13,049
	<u>41,363</u>	<u>(28,314)</u>	<u>13,049</u>
TOTAL FUNDS	<u>41,363</u>	<u>(28,314)</u>	<u>13,049</u>

DISCRIMINATION LAW ASSOCIATION (D.L.A.)

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 31 March 2011

	2011	2010
	£	£
INCOMING RESOURCES		
Voluntary income		
Membership fees	25,029	29,061
Donations	280	327
Gift aid	(134)	-
	<u>25,175</u>	<u>29,388</u>
Activities for generating funds		
Conference fees	16,125	2,604
Advertising fees	50	1,000
Publication income	-	878
	<u>16,175</u>	<u>4,482</u>
Investment income		
Deposit account interest	13	4
Other incoming resources		
On line filing	-	75
	<u>41,363</u>	<u>33,949</u>
RESOURCES EXPENDED		
Costs of generating voluntary income		
Conference expenses	1,060	-
Charitable activities		
Wages	9,700	6,984
Pensions	319	911
Briefings	9,167	11,286
Advertising & promotion	-	897
	<u>19,186</u>	<u>20,078</u>
Governance costs		
Wages	5,222	3,761
Accountancy	938	1,879
	<u>6,160</u>	<u>5,640</u>
Support costs		

This page does not form part of the statutory financial statements

DISCRIMINATION LAW ASSOCIATION (D.L.A.)

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 31 March 2011

	2011	2010
	£	£
Management		
Use of home	-	156
Travel	245	974
Telephone	362	268
Postage and stationery	560	628
Sundry	-	37
Insurance	187	187
Repairs & renewals	13	392
Depreciation of tangible and heritage assets	325	434
	<u>1,692</u>	<u>3,076</u>
Finance		
Bank charges	216	220
	<u>28,314</u>	<u>29,014</u>
Total resources expended		
	<u>13,049</u>	<u>4,935</u>
Net income		

This page does not form part of the statutory financial statements