

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 2012  
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 2012

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DISCRIMINATION LAW ASSOCIATION (D.L.A.)

REPORT OF THE TRUSTEES  
for the year ended 31 March 2012

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 2012. 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	
U I Burnham	- resigned 22/3/2012
Ms E G Moon	
Ms B M Cohen	
S Qureshi	- resigned 22/3/2012
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	- appointed 22/3/2012
I Moss	- appointed 22/3/2012
Ms B Parkes	- appointed 22/3/2012

Company Secretary  
C Atkinson

Independent Examiner

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

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 2012

#### 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 2012

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 months' 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 2012 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  
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Date: .....

DISCRIMINATION LAW ASSOCIATION (D.L.A.)

STATEMENT OF FINANCIAL ACTIVITIES  
for the year ended 31 March 2012

	Notes	2012 Unrestricted funds £	2011 Total funds £
<b>INCOMING RESOURCES</b>			
Incoming resources from generated funds			
Voluntary income		21,745	25,175
Activities for generating funds	2	9,173	16,175
Investment income	3	19	13
		<hr/>	<hr/>
Total incoming resources		30,937	41,363
 <b>RESOURCES EXPENDED</b>			
Costs of generating funds			
Costs of generating voluntary income		174	1,060
Charitable activities			
Charity expenditure		16,417	21,094
Governance costs		11,865	6,160
		<hr/>	<hr/>
Total resources expended		28,456	28,314
 <b>NET INCOMING RESOURCES</b>			
		<hr/>	<hr/>
		2,481	13,049
 <b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward		20,747	7,698
 <b>TOTAL FUNDS CARRIED FORWARD</b>			
		<hr/> <hr/>	<hr/> <hr/>
		23,228	20,747

The notes form part of these financial statements

DISCRIMINATION LAW ASSOCIATION (D.L.A.)

BALANCE SHEET  
At 31 March 2012

	Notes	2012 Unrestricted funds £	2011 Total funds £
FIXED ASSETS			
Tangible assets	7	730	974
CURRENT ASSETS			
Cash at bank		24,212	20,776
CREDITORS			
Amounts falling due within one year	8	(1,714)	(1,003)
NET CURRENT ASSETS		<u>22,498</u>	<u>19,773</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		23,228	20,747
NET ASSETS		<u>23,228</u>	<u>20,747</u>
FUNDS	9		
Unrestricted funds		<u>23,228</u>	<u>20,747</u>
TOTAL FUNDS		<u>23,228</u>	<u>20,747</u>

The notes form part of these financial statements

DISCRIMINATION LAW ASSOCIATION (D.L.A.)

BALANCE SHEET - CONTINUED

At 31 March 2012

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2012.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2012 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 2012

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

	2012	2011
	£	£
Conference fees	9,173	16,125
Advertising fees	-	50
	<u>9,173</u>	<u>16,175</u>

3. INVESTMENT INCOME

	2012	2011
	£	£
Deposit account interest	<u>19</u>	<u>13</u>

DISCRIMINATION LAW ASSOCIATION (D.L.A.)

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED  
for the year ended 31 March 2012

4. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging/(crediting):

	2012	2011
	£	£
Depreciation - owned assets	244	325
	<u>244</u>	<u>325</u>

5. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2012 nor for the year ended 31 March 2011 .

Trustees' Expenses

There were no trustees' expenses paid for the year ended 31 March 2012 nor for the year ended 31 March 2011 .

6. STAFF COSTS

	2012	2011
	£	£
Wages and salaries	10,605	14,922
Other pension costs	-	319
	<u>10,605</u>	<u>15,241</u>

7. TANGIBLE FIXED ASSETS

	Plant and machinery etc £
<b>COST</b>	
At 1 April 2011 and 31 March 2012	4,810
	<u>4,810</u>
<b>DEPRECIATION</b>	
At 1 April 2011	3,836
Charge for year	244
	<u>4,080</u>
At 31 March 2012	4,080
	<u>4,080</u>
<b>NET BOOK VALUE</b>	
At 31 March 2012	730
	<u>730</u>
At 31 March 2011	974
	<u>974</u>

DISCRIMINATION LAW ASSOCIATION (D.L.A.)

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED  
for the year ended 31 March 2012

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2012	2011
	£	£
Taxation and social security	109	(602)
Other creditors	1,605	1,605
	<u>1,714</u>	<u>1,003</u>

9. MOVEMENT IN FUNDS

	At 1/4/11	Net movement in funds	At 31/3/12
	£	£	£
Unrestricted funds			
General fund	20,747	2,481	23,228
	<u>20,747</u>	<u>2,481</u>	<u>23,228</u>
TOTAL FUNDS	<u>20,747</u>	<u>2,481</u>	<u>23,228</u>

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	30,937	(28,456)	2,481
	<u>30,937</u>	<u>(28,456)</u>	<u>2,481</u>
TOTAL FUNDS	<u>30,937</u>	<u>(28,456)</u>	<u>2,481</u>

DISCRIMINATION LAW ASSOCIATION (D.L.A.)

DETAILED STATEMENT OF FINANCIAL ACTIVITIES  
for the year ended 31 March 2012

	2012 £	2011 £
<b>INCOMING RESOURCES</b>		
Voluntary income		
Membership fees	21,745	25,029
Donations	-	280
Gift aid	-	(134)
	<u>21,745</u>	<u>25,175</u>
Activities for generating funds		
Conference fees	9,173	16,125
Advertising fees	-	50
	<u>9,173</u>	<u>16,175</u>
Investment income		
Deposit account interest	19	13
	<u>19</u>	<u>13</u>
Total incoming resources	30,937	41,363
<b>RESOURCES EXPENDED</b>		
Costs of generating voluntary income		
Conference expenses	174	1,060
Charitable activities		
Wages	711	9,700
Pensions	-	319
Briefings	14,073	9,167
	<u>14,784</u>	<u>19,186</u>
Governance costs		
Wages	9,894	5,222
Accountancy	1,971	938
	<u>11,865</u>	<u>6,160</u>
Support costs		
Management		
Travel	225	245
Telephone	367	362
Postage and stationery	379	560
Sundry	95	-
Insurance	203	187
Repairs & renewals	-	13
Carried forward	1,269	1,367

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 2012

	2012	2011
	£	£
Management		
Brought forward	1,269	1,367
Depreciation of tangible and heritage assets	244	325
	<u>1,513</u>	<u>1,692</u>
Finance		
Bank charges	120	216
	<u>28,456</u>	<u>28,314</u>
Total resources expended		
	<u>2,481</u>	<u>13,049</u>
Net income		

This page does not form part of the statutory financial statements