



EQUALITY & HUMAN RIGHTS COMMISSION

FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 MARCH 2021

Equality & Human Rights Commission

Charity Number C0034

Entity Information

Commissioners	Ms Annina van Neel	Chair
	Mrs Cathy Harris Cranfield	Deputy Chair
	Mr Mark Brooks	Commissioner
	Mrs Janine Nyschens	Commissioner
	Mrs Catherine Turner	ex-officio Commissioner
Chief Executive Officer		

Registered office Jamestown, St Helena Island

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Bankers:
Bank of St Helena
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St Helena Island

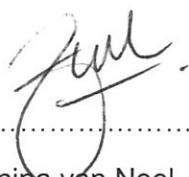
Principal Activities for the Commission

- ★ The Equality and Human Rights Commission (the Commission) was established by Ordinance on 1st August 2015 to help safeguard and enforce the laws that protect all our rights allowing everyone an equal opportunity to fulfil their potential.
- ★ The Commission is a non-departmental public body; an Institution of the State, Independent of the State that uses its powers to support and promote laws and practices that help make our society fair for everyone. Our aim is to be a trustworthy and authoritative organisation, which is known for its reliable information, data, and expertise and an essential point of contact for the island's policymakers needing advice on equality and human rights. While we want to work with organisations and individuals to advance the cause of fairness, dignity, tolerance and respect, we are ready to take tough action against those who break the law.
- ★ We will seek to become an UN-accredited National Human Rights Institution and Equality body and work with human rights bodies internationally to protect and promote equality and human rights.
- ★ We believe in the equal status of civil, political, economic, social and cultural rights and that these should be implemented in an integrated manner.
- ★ The Commission is committed to involving rights holders in all relevant areas of its work through outreach and consultation.
- ★ The Commission believes that decision making must be open and transparent; we will honour that in our own transactions and demand similar standards in public life.
- ★ The financial statements are for the Equality and Human Rights Commission, St Helena Island. The Commission is a body corporate established in August 2015 through the Commission for Equality and Human Rights Ordinance 2015.

Equality & Human Rights Commission

Statement of Cash Receipts and Payments for year ended 31 March 2021

	2020/21 (12 months)	Notes	2019/20 (12 months)
	£		£
Opening Cash Balance	8,688		9,056
RECEIPTS			
SHG Contribution	75,000		67,000
Other Receipts/Income	105		500
Community Development Fund	0		308
Interest	8		15
Tax Refunds			348
TOTAL RECEIPTS	75,113		68,171
PAYMENTS			
Salaries	51,406	5	41,079
Staff Transport Costs	1,034		879
Commissioners Fees	8,525		7,574
Telecommunications	3,538		5,354
IT Support	531		578
Office Expenses	202		320
Office Equipment	953		796
Stationery	1,189		2,599
Audit	2,700		4,350
Advertising	588		230
Rent	0		0
Cleaning	372		370
Meeting Expenses	216		25
BOSH Charges	54		35
Insurance	2,432		2,091
Legal Support	0		259
Outstanding Tax	340	4	2,000
TOTAL PAYMENTS	74,080		68,539
TOTAL Net	1,033		(368)
Closing cash balance	9,721	2	8,688



Annina van Neel

Chair

8 December 2021

Notes to the Financial Statements for year ended 31 March 2021

1. Accounting Policies

Basis of preparation

The financial statements have been prepared in accordance with Cash Basis IPSAS *Financial Reporting under the Cash Basis of Accounting*.

The accounting policies have been applied consistently throughout the period.

The amounts which are disclosed as comparatives cover the previous 12 months; i.e. the period 1 April 2019 to 31 March 2020 and are therefore directly comparable to the current year's figures.

The reporting currency is Saint Helena pound. Amounts are rounded off to the nearest pound.

2. Cash

Cash included in the statement of receipts and payments is a balance held with the Bank of St Helena, there was no cash on hand at period end.

3. Related Parties

Parties are considered to be related if the party has the ability to control or exercise significant influence over the Commission's financial and operating decisions. Disclosure of related party relationships and transactions is necessary for accountability purposes. Below are the related parties and the transactions entered into with the Commission during the period under review.

	2019/20	2020/21
Commissioners	£7,574	£ 7,849
Chief Executive Officer	£21,600	£27,182
Executive Manager/s	£10,995	£10,558

The Commissioners, CEO and Executive Manager were paid remuneration totalling £ 45,589 during the period under review (2019/20: £40,169).

4. Tax Liability

The tax liability is carried forward from the previous year. (Income tax and penalties were charged by the Tax Commissioner as a result of non-compliance in prior periods with section 15(1) of the Income Tax Ordinance and section 6(1) of the Income Tax Regulations.) This gave rise to an outstanding tax liability as at 31 March 2020 of £7,150.

The table below summarises the movement of the liability from prior year to current year.

	Apr 2020 - Mar 2021	Apr 2019 – Mar 2020
	£	£
Tax Due for payment on behalf of Mrs. Turner as at 1 April	5,020	7,020
Tax penalties	2,130	2,130
Total Tax and penalties due on 1 April	7,150	9,150
Less Tax paid by EHRC on behalf of CEO	(340)	(2,000)
Less Tax deducted during period Apr 20 – Mar21	(1,800)	0
Less 50% of penalty waived	(1,065)	0
Balance outstanding at 31 March	3,945	7,150

On 11 September 2020 the Financial Secretary formally wrote and agreed to waive the tax penalties by 50% (£1,065).

The Commission has agreed a monthly repayment plan for the tax due. This commenced in April 2020. The EHRC will discuss the repayment of penalties when approved budget is known for 2021/2022.

5. Salaries

Increase due to staff salary increases. Notably CEO salary was revised to reflect the duties undertaken (£5582) and additional employee (HRA) (£5826). There were reduced hours on EM post.

6. Appointments during the reporting period.

During the reporting period, Ms. Annina van Neel was appointed Deputy Chair and Mr. Barry Francis appointed Chair. Ms. van Neel was appointed Chair on 21 April 2021 following Mr. Francis's appointment being revoked.

Mr. Matthew Joshua left his position in August 2020.

A Trainee Human Rights Assistant (Miss Nicole Paulsen) was appointed from May 2020.

7. Authorization Date

The financial statement was authorised for publication on 8 December 2021 by Ms. Annina van Neel, the Chair of the Commission.

