

**REPORT OF THE DIRECTORS AND  
AUDITED FINANCIAL STATEMENTS FOR THE PERIOD 14 AUGUST 2018 TO 30 JUNE 2019  
FOR  
FACE EQUALITY INTERNATIONAL LBG**

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**FACE EQUALITY INTERNATIONAL LBG  
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FOR THE PERIOD ENDED 30 JUNE 2019**

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**FACE EQUALITY INTERNATIONAL LBG  
COMPANY INFORMATION  
FOR THE PERIOD ENDED 30 JUNE 2019**

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**DIRECTORS:** J Clark (Chair)  
J Partridge (Managing Director)  
G Beveridge (Honorary Secretary)  
A Pickford (Honorary Treasurer)  
K Wright

**REGISTERED NUMBER:** 65374

**CHARITY REGISTRATION:** CH597

**REGISTERED OFFICE:** Mouliere  
La Banquette  
Castel  
Guernsey  
GY5 7EQ

**AUDITORS:** Grant Thornton Limited  
Chartered Accountants  
PO Box 313  
Lefebvre House  
Lefebvre Street  
St Peter Port  
Guernsey  
GY1 3TF

## **FACE EQUALITY INTERNATIONAL LBG**

### **REPORT OF THE DIRECTORS FOR THE PERIOD ENDED 30 JUNE 2019**

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The Directors present their report with the financial statements of Face Equality International LBG (the "Company or FEI") for the period from 14 August 2018 to 30 June 2019.

#### **INCORPORATION**

The Company was incorporated in Guernsey on 14 August 2018 and commenced operations on that date.

#### **PRINCIPAL ACTIVITY**

The principal activity of the Company for the period under review was that of creation of an alliance to promote the campaign for face equality on an international scale.

#### **DIRECTORS**

The Directors shown below have held office during the whole of the period from 14 August 2018 to the date of this report. The Directors are:

- J Clark
- J Partridge
- G Beveridge
- A Pickford
- K Wright

#### **GOVERNANCE**

Face Equality International is managed by a Board of Trustees who are the formal guarantors of the charity's existence and probity as a company limited by guarantee (LBG) under Guernsey law. The Board meets regularly to oversee the integrity of the organisation, its governance, membership, financial stability and staffing.

The Trustees are:

- Jill Clark, Chair
- Graham Beveridge
- James Partridge OBE
- Tony Pickford
- Karlene Wright

The Board has appointed a Managing Director, James Partridge, who is accountable to the Board for the operations and financial management of Face Equality International. He is responsible for implementing its strategy, developing its activities, website and influence, encouraging NGOs to join the alliance, supporting its Members and arranging the Forum and Council meetings.

The Managing Director chairs and convenes a Council to advise the Board on strategy and plans. The Council consists of 1-2 Trustees and representatives of NGOs, charities and groups which have volunteered to be Members of Face Equality International. For the period up to the Forum in 2020, the Council is composed of representatives of the founding NGOs.

The Terms of Reference of the Council are:

- To consider and recommend on the strategy and activities of FEI;
  - To support the Managing Director in developing the website, campaigning and other work of FEI;
  - To support the Managing Director to arrange the annual Forum; and
  - To encourage the involvement of and information-sharing with Member NGOs.
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## FACE EQUALITY INTERNATIONAL LBG

### REPORT OF THE DIRECTORS (continued) FOR THE PERIOD ENDED 30 JUNE 2019

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The Global Forum is the “general assembly” of Face Equality International at which Members discuss issues and processes, propose goals for the alliance and elect the Council. With each Member having one vote (proxy voting is possible), the Forum elects 3-5 representatives to serve on the Council. The Forum is likely to meet annually for the first three years and possibly less frequently thereafter. There could also be regional Forums for Members in particular regions or countries in the future.

The Managing Director will be supported by a multi-disciplinary Advisory Panel of individuals chosen by and/or recommended to the Managing Director to provide advice, challenge, networks and a sounding board on a regular, ad hoc and usually virtual basis on all matters affecting Face Equality International.

#### RESULTS

The Company's results for the period ended 30 June 2019 are set out in the Income and Expenditure Account on page 10.

#### DIRECTORS' RESPONSIBILITIES STATEMENT

The Directors are responsible for preparing the Report of the Directors and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year. Under that law the Directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including Financial Reporting Standard 102 Section 1A Small Entities 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (“FRS 102, 1A”). Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of the profit or loss of the Company for that period. In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company and enable them to ensure that the financial statements comply with The Companies (Guernsey) Law, 2008. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

#### MANAGING DIRECTOR'S REPORT

This is the first report on the development of Face Equality International and covers the period to 30th June 2019.

##### *Origins and constitution*

In early April 2018, James Partridge, now the Managing Director of FEI, raised the question of whether there was an appetite among twelve Non-Governmental Organisations (NGOs) and charities around the world in internationalising the campaign for face equality. The campaign aims to improve the life prospects of any person anywhere in the world who has a disfigurement, an unusual-looking, scarred or asymmetrical face (or body), from any cause.

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## FACE EQUALITY INTERNATIONAL LBG

### REPORT OF THE DIRECTORS (continued) FOR THE PERIOD ENDED 30 JUNE 2019

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The campaign for face equality was launched in May 2008 while James was still the CEO of Changing Faces, a position he held for 25 years until he stood aside in September 2017.

It was immediately apparent that there was significant interest in the campaign and that many NGOs were willing to invest financially in the creation of an alliance to promote the campaign and turn it into a global movement.

By the end of July 2018, nine NGOs had agreed to be the ‘founding Members’:

- AboutFace, Canada
- Changing Faces, UK
- Changing Faces Channel Islands
- The European Cleft Organisation (ECO)
- FACES - Craniofacial Association, USA
- The Phoenix Society of Burn Survivors, USA
- The Smile Foundation, South Africa
- Smile Train, USA
- The Sunshine Welfare Foundation, Taiwan

James then sought to incorporate a charity in Guernsey with four local Trustees to be called Face Equality International, an alliance of NGOs, charities and support groups – its Members – which are working at national, regional or international levels to promote the campaign for ‘face equality’. Face Equality International was formally incorporated as a Guernsey charity on 14 August 2018.

#### *Mission and vision*

The mission of FEI is to mobilise the many groups and organisations, big and small, national and international, which support and represent people with disfigurements and thereby to create the critical mass and solidarity needed to gain global attention for the campaign for face equality. FEI will raise the profile of disfigurement and put the issues people with disfigurements experience on the agenda of the UN Convention for the Rights of People with Disabilities (CRPD), international bodies, companies and social media outlets.

FEI will enable the sharing of best practice and be an incubator (capacity-builder) for NGOs to campaign for equality in their own settings. It will be a learning exchange and set global standards on how to challenge disfigurement discrimination (eg: at work) and promote face equality (eg: in schools). It co-ordinated an International Face Equality Day in May 2019 and will continue to co-ordinate International Face Equality Day’s in future years.

The alliance will make common cause with organisations and alliances representing other equality issues and diversity strands.

The vision of FEI is that societies across the world accept, respect and value people who have unusual-looking faces or bodies (ie: disfigurements) who can then lead the lives they wish unaffected by prejudice, low expectations and stigma.

## FACE EQUALITY INTERNATIONAL LBG

### REPORT OF THE DIRECTORS (continued) FOR THE PERIOD ENDED 30 JUNE 2019

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#### *Initial funding and criteria for success*

The Trustees of FEI are very grateful to the founding Members and to three charitable donors including Specsavers and The Peter Cundill Foundation for their very generous support in enabling the alliance to cover its costs in its first year.

FEI will aim – and expect to be judged on its success in achieving this – to add value in two ways currently not possible: (i) enabling national NGOs and self-help groups to create their own local campaigns based on good practice, and (ii) creating collaboration on international issues which cannot currently be challenged effectively by organisations working in isolation.

#### *Main activities in 2018-19*

Since August 2018, FEI's main activities and achievements have been:

**Website:** the creation of a website (<https://faceequalityinternational.org>) was achieved thanks to the creativity of John Corcoran of the Wire Agency and the support, quotes and photographs of founding Members. The much-applauded website is now an active location for news to be shared and blogs and opinion pieces to be aired.

**Launch:** a successful public and global 'launch' was arranged for 5 November 2018 with a worldwide media release being picked up by several agencies around the world and publicised on the websites and social media platforms of the founding Members.

**Membership:** since the launch, membership has grown from nine Members to 30 with a promising spread of NGOs in most continents (see <https://faceequalityinternational.org/thealliance/>). All Members complete an application form (downloadable from the website) which is then assessed by the Council before being approved.

**Global Forum:** the first Global Forum was held in London in mid-March 2019 with 30 delegates from 19 NGOs attending. The three-day event enabled extensive networking, valuable discussions about the aims and next steps of the alliance and a strong enthusiasm for holding future annual Forums.

**International Face Equality Week:** one of the major topics at the Forum was how to ensure that the first International Face Equality Week from 17 to 25 May was a significant success – and so it proved. Members across the world co-ordinated a wide range of activities such as videos about why people think face equality so important for sharing on social media, events at parliaments, in parks and city centres, and notably, in Taiwan, Sunshine Welfare Foundation arranged a month's tour of major cities.

**New Taipei City** pledged its support for face equality and committed that all 337 municipal schools would do so too. Furthermore, in order to promote equal employment, New Taipei City has implemented a new "resume without photo" recruitment policy.

**International Media Standard:** it was agreed at the Forum that one of the most important awareness-raising exercises for the alliance was to ensure that media coverage (in press and broadcasting) of people with facial disfigurements is factual and non-stigmatising and promotes inclusion. A Working Group was formed of Members and an International Media Standard has been drafted – to be launched in 2019-20.

## FACE EQUALITY INTERNATIONAL LBG

### REPORT OF THE DIRECTORS (continued) FOR THE PERIOD ENDED 30 JUNE 2019

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Social media abuse: there is increasing evidence from quite a few countries that people with facial disfigurements are exposed to social media abuse (eg: trolling) and that the companies that operate these platforms are not taking appropriate action to stamp it out. FEI is in the early stages of building up a bank of evidence on which to base a campaign in 2019-20 and beyond.

#### *Future priorities*

FEI will gradually expand:

- to support and inspire existing and new members in tailored ways to promote face equality and challenge disfigurement discrimination in their own countries and settings;
- to provide a knowledge-sharing platform gathering ideas, resources and best practice about promoting face equality in many fields (eg: education, healthcare, business, media and the law); to identify examples of facial prejudice and disfigurement discrimination and take action to eliminate them wherever they occur (eg: by lobbying media, advertising agencies and companies);
- to spur the collection and spread of evidence about what people with disfigurement in different countries confront in their lives and what enables their life chances;
- to represent its members on global bodies engaged with the UN's Convention of the Rights of People with Disabilities (CRPD) and the Sustainable Development Goals (SDGs);
- to expand support for the campaign by nurturing new supporters including celebrities, VIPs etc and so contribute to turning it into a global movement; and
- to promote annual International Face Equality Weeks each year.

It will also be important to develop good relations with other alliances in comparable fields so that their best practice informs the development of FEI.

#### *Future funding*

The commitment of the nine founding Members and the generosity of the charitable donors enabled the alliance to be launched in November 2018 with the commitment that members would not pay fees or similar for the alliance's first year.

The Board of FEI consulted Members in the spring of 2019 on the funding of the alliance in 2019-20 with the suggestion that rather than charge fees to Members this year, it would be prudent to ask Members to make donations in relation to their size, assets etc. This was broadly welcomed by the Members – and so the intention is to raise £30-35,000 in this fashion in 2019-20 towards the total costs of FEI of £50,000 (excluding the costs of the Global Forum 2020 for which sponsors will be sought). The intention is that the remaining funds will be sought from charitable donations. A new fee structure will be introduced in November 2020.

#### **GOING CONCERN**

The financial statements have been prepared on the going concern basis. In forming this assumption the Directors have considered both the company's profit for the period and the cash reserves held. The Directors have considered the ongoing cash flow requirements in view of the uncertainties in receiving donations and are satisfied there is sufficient commitment for the next 12 months.



**FACE EQUALITY INTERNATIONAL LBG**

**REPORT OF THE DIRECTORS (continued)  
FOR THE PERIOD ENDED 30 JUNE 2019**

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**AUDITORS**

The auditors, Grant Thornton Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

**ON BEHALF OF THE BOARD**

.....  
Director

*A. P. ...*

.....  
Director

*J. ...*

Date: ..... *18/9/19* .....

## REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF FACE EQUALITY INTERNATIONAL LBG FOR THE PERIOD ENDED 30 JUNE 2019

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### Opinion

We have audited the financial statements of Face Equality International LBG (the 'Company') for the period ended 30 June 2019 which comprise the Income and Expenditure Account, the Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standards applicable in the United Kingdom and the Republic of Ireland' ("FRS 102"), Section 1A Small Entities.

In our opinion, the financial statements:

- give a true and fair view of the state of the Company's affairs as at 30 June 2019 and of its profit for the period then ended;
- are in accordance with United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standards applicable in the United Kingdom and Republic of Ireland' ("FRS 102"), Section 1A Small Entities; and
- comply with The Companies (Guernsey) Law, 2008.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the 'Auditor's responsibilities for the audit of the financial statements' section of our report. We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of the financial statements in Guernsey, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Who we are reporting to

This report is made solely to the Company's members, as a body, in accordance with Section 262 of The Companies (Guernsey) Law, 2008. Our audit work has been undertaken so that we might state to the Company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's members as a body, for our audit work, for this report, or for the opinions we have formed.

### Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

### Other information

The Directors are responsible for the other information. The other information comprises the information included in the Report of the Directors set out on pages 2 to 7, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF FACE EQUALITY  
INTERNATIONAL LBG FOR THE PERIOD ENDED 30 JUNE 2019 (continued)**

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In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**Matters on which we are required to report by exception**

We have nothing to report in respect of the following matters in relation to which The Companies (Guernsey) Law, 2008 requires us to report to you if, in our opinion:

- proper accounting records have not been kept by the Company; or
- the financial statements are not in agreement with the accounting records; or
- we have not obtained all the information and explanations, which to the best of our knowledge and belief, are necessary for the purposes of our audit.

**Responsibilities of Directors for the financial statements**

As explained more fully in the Directors' responsibilities statement set out on page 3, the Directors are responsible for the preparation of the financial statements which give a true and fair view in accordance with UK GAAP, and for such internal control as the Directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

**Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.



Grant Thornton Limited  
Chartered Accountants  
PO Box 313  
Lefebvre House  
Lefebvre Street  
St Peter Port  
Guernsey

GY1 3TF

Date: ..... 18 September 2019 .....

FACE EQUALITY INTERNATIONAL LBG

INCOME AND EXPENDITURE ACCOUNT  
FOR THE PERIOD 14 AUGUST 2018 TO 30 JUNE 2019

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	2019 £	2019 £
<b>Income</b>		
Founding member donations	27,173	
Charitable donations	<u>31,973</u>	
		<b>59,146</b>
<b>Expenditure</b>		
Audit fee	2,500	
Bank charges	38	
Computer expenses	450	
FEI Forum	7,828	
Incorporation fee	2,109	
Initial start-up costs	3,800	
Managing Director's salary	29,848	
Postage	101	
Printing and stationery	246	
Social media support	1,499	
Sundry expenses	39	
Travel	44	
Website development	<u>2,608</u>	
		<b><u>51,110</u></b>
<b>SURPLUS OF INCOME OVER EXPENDITURE</b>		<b><u>8,036</u></b>

The notes on pages 12 and 13 form an integral part of these financial statements

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FACE EQUALITY INTERNATIONAL LBG

BALANCE SHEET  
AS AT 30 JUNE 2019

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	Notes	2019 £
<b>CURRENT ASSETS</b>		
Debtors	2	432
Cash at bank		11,983
<b>CREDITORS</b>		
Amounts falling due within one year	3	<u>(4,379)</u>
<b>NET ASSETS</b>		<u>8,036</u>
<b>RESERVES</b>		
Retained earnings	4	<u>8,036</u>
		<u>8,036</u>

The financial statements on pages 10 to 13 were approved by the Board of Directors on 18<sup>th</sup> of September 2019 and were signed on its behalf by:

*A. [Signature]*  
.....  
Director

*Jaetakis [Signature]*  
.....  
Director

The notes on pages 12 and 13 form an integral part of these financial statements

## COMPANY INFORMATION

Face Equality International LBG is a private Company, limited by guarantee, incorporated in Guernsey with registration number 65374. The registered office is as detailed on page 1.

### 1. ACCOUNTING POLICIES

#### **Basis of preparing the financial statements**

The financial statements give a true and fair view and have been prepared in compliance with United Kingdom Accounting Standards including Financial Reporting Standard 102 Section 1A Small Entities ("FRS 102, 1A"). The financial statements are in compliance with The Companies (Guernsey) Law, 2008, and have been prepared under the historical cost convention.

The financial statements are prepared in GBP ('£') being the functional and presentational currency of the Company.

#### **Income and expenditure**

Income is accounted for on a receipts basis and expenditure is accounted for on an accruals basis.

#### **Cash and cash equivalents**

Cash and cash equivalents represent those balances held within the Company's bank accounts and in term deposits of three months or less.

#### **Creditors**

Short term and long term creditors are measured at the transaction price.

#### **Cash flow statement**

Under FRS102, Section 1A.7 the Company is exempt from preparing a Statement of Cash Flows on grounds of being a small entity.

#### **Taxation**

The Company has been granted exemption from taxation thus no provision for taxation is included in these financial statements.

#### **Going Concern**

The financial statements have been prepared on the going concern basis. In forming this assumption the Directors have considered both the company's profit for the period and the cash reserves held. The Directors have considered the ongoing cash flow requirements in view of the uncertainties in receiving donations and are satisfied there is sufficient commitment for the next 12 months.

<b>2. DEBTORS</b>		<b>2019</b>
		<b>£</b>
Prepayments		332
Sundry debtor		<u>100</u>
		<u><u>432</u></u>
<b>3. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>		<b>2019</b>
		<b>£</b>
Trade creditors		323
Accruals		<u>4,056</u>
		<u><u>4,379</u></u>
<b>4. RESERVES</b>		<b>Retained Earnings</b>
		<b>£</b>
At 14 August 2018		-
Surplus for the period		<u>8,036</u>
At 30 June 2019		<u><u>8,036</u></u>
<b>5. LIMITATION OF GUARANTEE</b>		
<p>The Company is a company limited by guarantee and has no share capital. The liability of each of its members at 30 June 2019 is limited to the extent that they have undertaken to contribute to the assets of the Company an amount limited to, and not exceeding, £1 per member.</p>		