

REGISTERED COMPANY NUMBER: 02849833 (England and Wales)
REGISTERED CHARITY NUMBER: 1025557

**REPORT OF THE TRUSTEES AND
AUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020
FOR
PROTECT (WHISTLEBLOWING ADVICE) LIMITED**

PROTECT (WHISTLEBLOWING ADVICE) LIMITED

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FOR THE YEAR ENDED 31 DECEMBER 2020**

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PROTECT (WHISTLEBLOWING ADVICE) LIMITED

**REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 DECEMBER 2020**

TRUSTEES	P Boyle (Chair) G Dart – term of office ended 23 February 2021 A Gardiner S Gaysford K Jordan F Morris-Jones (Deputy Chair) D Widdowson
COMPANY SECRETARY	Nneka Egbuji
REGISTERED OFFICE	The Green House 244-254 Cambridge Heath Road London E2 9DA
REGISTERED COMPANY NUMBER	02849833 (England and Wales)
REGISTERED CHARITY NUMBER	1025557
AUDITORS	Azets Audit Services Statutory Auditor 2nd Floor, Regis House 45 King William Street London EC4R 9AN
BANKERS	CAF Bank Kings Hill West Malling Kent ME19 4TA

PROTECT (WHISTLEBLOWING ADVICE) LIMITED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020

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 December 2020. The Trustees have adopted the provisions of the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to the charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

COMPANY AND CHARITY DETAILS

Statutory information

Protect (Whistleblowing Advice) Limited is a registered charity (No. 1025557) and a company limited by guarantee (No. 02849833). Our registered address is The Green House, 244-254 Cambridge Heath Road, London, E2 9DA.

Charitable Objects and Principal Activity

Protect is the UK's whistleblowing charity, established in 1993.

Our aim is to protect the public interest by helping workers to speak up to stop harm and wrongdoing. We support whistleblowers by providing free and confidential legal advice. We support employers to implement effective whistleblowing arrangements. We campaign for legal and policy reform to better protect whistleblowing.

Public Benefit

When setting our objectives and planning all of our activities the Trustees have considered the Charity Commission's guidance on public benefit. Through the activities described above we promote the role of whistleblowing in furthering organisational accountability, individual responsibility and public confidence. All our activities help to promote the public interest and are for the public good in that they protect the interests of citizens, consumers, patients, regulators, shareholders, tax payers and the vulnerable, both individually and collectively.

ACHIEVEMENTS AND PERFORMANCE

The Board has set two strategic objectives to meet our statement of purpose "Speak Up, Stop Harm". The first is that effective arrangements for identifying and addressing workers' concerns are a good thing, and there should be more of them. We address this objective in our work with employers below. The second is that Protect should be the "go to" place for expert whistleblowing advice, and we demonstrate this with our support for whistleblowers on the Advice Line and our policy and campaigning work below.

In 2020 we reviewed our vision and values and set these out below:

We want a world where no whistleblower goes unheard or unprotected

We are SUPPORTIVE: we support whistleblowers to raise concerns, and we support employers to establish effective whistleblowing arrangements

We are INDEPENDENT: we are honest, trusted and impartial

We are EXPERT: based on our experience over nearly 30 years, we explain the value of whistleblowing and we produce compelling evidence for policy changes

We are COLLABORATIVE: we listen to and empower staff, we encourage diversity and working with others.

PROTECT (WHISTLEBLOWING ADVICE) LIMITED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020

ACHIEVEMENTS AND PERFORMANCE (continued)

1 Supporting employers

We started 2020 aiming to increase the support we provide businesses through our membership packages, training and consultancy, and to encourage more employers to use our unique Whistleblowing Benchmark, a diagnostic online tool to help identify gaps in their whistleblowing arrangements.

Our training and consultancy plans had to be rapidly adapted to meet the new needs of our clients who started working remotely due to the Covid-19 pandemic. We quickly moved to delivering live, interactive online training and consultancy which has been well received by members and new contacts alike. We ran 20 in-house sessions and briefings, and held 12 open training sessions. We also ran a number of online webinars and masterclasses. However, the impact of Covid-19 meant that our revenue expectations had to change and in April 2020 the Board agreed a revised budget, with a significantly reduced revenue target.

Over the course of 2020 we worked closely with the charity sector, where Protect continues to provide an Advice Line service for the Charity Commission for England and Wales. Our charity pilot – where we offered our Whistleblowing Benchmark free to charities – has proved a success, and the benchmark has now been completed by 23 third sector organisations. We analysed the results of the pilot and brought together a smaller group to discuss our findings in January 2020. These were published in May 2020 in our report, “Time To Transform” which we shared with the Charity Commission and trade media, to help the third sector gain a better understanding of the role whistleblowing can play in good governance. Throughout 2020, we used the report to market our benchmark to other charities.

One pilot participant, The Wellcome Trust, has established a regular forum for charities to discuss whistleblowing, with Protect playing a role as the resident expert on the forum (replicating a model which has been running quarterly in the banking sector for some years).

In March 2020, we ran a roundtable event for the Insurance Sector, with sponsorship from Mayer Brown. The event followed the roll out of the Senior Managers Regime and whistleblowing requirements to the insurance sector. We continued our focus on financial services clients throughout the year, including through our Whistleblowing Champions’ Masterclasses.

Our engagement work with regulators and professional bodies (which began with a series of round tables held in 2019) culminated in the publication of “Better Regulators: Principles for Recommended Practice” guide in April 2020. Its aim is to demonstrate how effective whistleblowing practices can enhance the ability of regulatory bodies to carry out their functions. We discussed the guide at a webinar for regulators and professional bodies in December 2020, and held a regulator-specific training session in early 2021.

During 2020 we completed our training of trade unionists across Europe, in advance of implementation of the new EU Whistleblowing Directive, with our final training going online. The project was in partnership with Eurocadres, the trade union body for professionals and managers and in December 2020 together we launched the “Whistleblowing Toolkit: Best Practice Guide” for trade unions. We will continue to work with Eurocadres to disseminate the toolkit and we are contributing to an online course for trade unionists. We hope to promote the good practice findings to trade unions in the UK.

Over the year, we worked with over 300 employers and welcomed 16 new organisations as members. Almost 100 organisations have now completed our Whistleblowing Benchmark. We estimate that our employers have around 1.3 million workers between them, demonstrating the reach of our work supporting organisations.

PROTECT (WHISTLEBLOWING ADVICE) LIMITED

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2020**

ACHIEVEMENTS AND PERFORMANCE (continued)

2 Supporting whistleblowers

2020 was our busiest year on record with a 20 per cent increase in the number of cases dealt with by our advisers. As the country went into lockdown, all our advisers were set up to work remotely from home, and continued to respond to calls and emails throughout 2020. By the end of 2020, Protect Advisers handled 3,845 new cases, compared with 3,188 cases in 2019. By recording the size of employer our callers work for, we estimate that the advice we give could have an impact on over 10 million workers in the UK.

Early in 2020 our Advice Line began taking calls from whistleblowers raising Covid-19 related concerns including about Personal Protective Equipment (PPE), social distancing and furlough fraud. Indeed, furlough fraud became the fastest growing new issue our Advice Line has dealt with. A third of all calls in 2020 were related to the pandemic, and 62% of those related to furlough fraud.

In November 2020 we welcomed our new Legal Director, Sybille Raphael, to the team.

Calls were received from the following sectors:

Sector	2020	2019
Charities	19%	19%
Health	15%	15%
Care	11%	11%
Education	10%	14%
Financial Services	8%	9%
Retail	5%	3%
Leisure/hospitality	5%	n/a
Local Government	4%	5%
Other	23%	24%

We were grateful for the support of a number of law firms and barristers who contribute to Protect's Legal Support Network, providing advice, funding and benefits in kind.

We contributed two videos for the Mayor of London's employment rights hub on furlough fraud and health and safety at work and these are now available in several languages.

Since the summer of 2020, we have been advocating for UK whistleblower Jonathan Taylor, who exposed an international network of bribes and corruption in the oil services sector in 2013. He was arrested in Croatia in July 2020 whilst on a family holiday and has been detained there for over six months, facing possible extradition to Monaco. His arrest appears to stem from retaliatory action by his former employer. Protect has joined with an international group of organisations and individuals seeking his safe return. On his behalf, Protect has written to the Government and briefed MPs for debates and questions in both Houses of Parliament, and highlighted his case to the media.

PROTECT (WHISTLEBLOWING ADVICE) LIMITED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020

ACHIEVEMENTS AND PERFORMANCE (continued)

3 Campaigning, policy and research.

We were closely involved in setting the scope and detail of the UK whistleblowing legislation, the Public Interest Disclosure Act 1998 (PIDA), which provides a framework for the promotion and protection of public interest whistleblowers. We recognise PIDA needs reform to address gaps in the legislation and to keep pace with best practice in other countries, including the introduction of a whistleblowing directive in the EU which will be transposed in member states by the end of 2021. In 2019 we launched our campaign for a new law with our draft Whistleblowing Bill. We worked on our campaign for law reform during 2020 and that continues into 2021.

Our plans to hold a cross party Parliamentary event on 18 March 2020 to promote our draft whistleblowing bill and gather further Parliamentary support for change, did not go ahead as the country went into lockdown. However, Parliament considered reform proposals to whistleblowing law in Philippa Whitford MP's Private Members Bill in September. Protect provided briefing for the Second Reading debate, but the Bill is unlikely to progress further this session. We continue to use every opportunity when talking to policy makers and press to promote the key changes in our whistleblowing bill and plan to launch a campaign in early 2021.

We raised our concerns about emerging themes on whistleblowing in the pandemic in the media, and provided evidence to the House of Commons Business, Energy and Industrial Strategy (BEIS) Committee inquiry on *"The impact of coronavirus on businesses and workers"*.

We briefed MPs and Peers about the particular difficulties whistleblowers faced raising issues of furlough fraud with HMRC and submitted evidence to the Treasury's consultation on draft powers to enable HMRC to reclaim mistaken or fraudulently paid furlough money, suggesting that whistleblowers should be exempt from prosecution and should not be required to return mis-paid wages.

We were pleased to see that the Law Commission have concluded that public interest tests should be included in reforms in the criminal offence of Misconduct in Public Office and breaches to the Official Secrets Act 1989. Protect has long advocated for these tests to be included, and we had provided consultation responses to both proposed law reforms.

We published two research reports in 2020, based on detailed analysis of cases on our Advice Line. In June we published *"Silence in The City 2"*, with the support of law firm Slater & Gordon – an analysis of the experience of 352 finance sector whistleblowers who contacted Protect's Advice Line between January 2017 and December 2019. We were able to compare the experiences with our earlier Silence in the City Report of 2012, which pre-dated the introduction of whistleblowing rules in the financial sector. In October, we published *"The Best Warning System: Whistleblowing During Covid-19"*, an analysis of 600 of our cases of whistleblowers raising Covid-related concerns. We drew attention to the high levels of furlough fraud reported, and the difficulties whistleblowers faced in knowing how to raise concerns in small organisations. We also reported on the high levels of whistleblowers who reported that their employer ignored their concerns, even when the concerns related to health and safety during a pandemic.

It was a strong year for our media profile, with Protect featuring in The Sunday Times, Financial Times, The Telegraph, The Guardian, Sky News, The Sun, BBC Radio 5 Live and a Daily Mail podcast. Our reports and commentary, particularly around furlough fraud, were also in Forbes magazine, Personnel Today, Care Home Professional and Care Markets, School Week as well as other trade titles and regional press and podcasts.

PROTECT (WHISTLEBLOWING ADVICE) LIMITED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020

FINANCIAL REVIEW

Where does the money come from?

Currently our funds come mainly from subscriptions from organisations taking our advice line and related services to support their organisation. Additional income comes from our consultancy and training work with organisations together with charitable donations from individuals and organisations.

In October 2020 we secured a generous donation of £10,000 towards our advice work from Allen & Overy Foundation and overall, we received over £10,000 in donations from other individuals and other organisations.

In May/June 2020 with finances uncertain and facing a significant loss of revenue, we furloughed 7 members of staff on a rota system of three weeks each and claimed £10,625 in total from the Coronavirus Job Retention Scheme. We kept the situation under review but by reducing our expenditure as far as possible, we did not need to claim further in 2020.

The Trustees ensure that our self-funding status does not result in conflicts which could undermine or constrain independence and the charitable and public benefit purposes of our activities.

Review of Financial Activity

The charity ended a very difficult and uncertain year with a small operating surplus, of £34,424.

Review of Financial Position

The charity has an adequate balance sheet at year end with net funds of £123,504 (compared with £89,080 in 2020), subject to the matters covered in the Reserves Policy section below, and a good level of cash (£279,306 in all accounts at year end).

Reserves Policy

Trustees revised the reserves policy in 2019. The charity aims to retain sufficient reserves to allow it to be resilient to normal operating risks (including the loss of a major customer) and, in the unlikely event that it should be necessary, to allow for a solvent cessation or transfer of its activities to another organisation. The Trustees keep the required level of reserves under review. The reserves policy states that the charity should aspire to maintain reserves in the range £200,001 to £300,000 but the position as at 31 December 2020 is below this level at £123,504 (£89,090 in 2019) and the Trustees are focused on addressing this. Mitigation steps include taking efforts to increase profitability by reducing costs (including by an office move in 2021), increasing the income from consultancy and business support and developing new income streams in 2021.

Risk Management

The Audit and Risk Committee maintains a Risk Register and reviewed this during the year, looking at new Covid related risks. The following risks were deemed to have the biggest potential impact:

- **Income Shortfall:** Loss of key clients or failure to achieve income to cover costs are key risks, but were given additional emphasis by the pandemic. The impact of Covid-19 on the economy meant some organisations ceased to trade, and others drastically reduced expenditure. To mitigate the loss of face-to-face consultancy income, the charity quickly moved to providing online interactive training. However, Trustees also recognised the need to reduce revenue expectations and set a revised budget in April 2020. They continued to monitor the financial situation very closely and received a monthly report on sales income.
- **IT failures and GDPR issues:** Trustees considered the need to modernise the organisation's IT and approved new privacy policies in 2020. Staff working remotely were provided with secure log-ons to Protect's server and as resources allowed, moved onto Protect laptops with inbuilt security software.
- **Staff overload:** all staff were impacted by the challenges of Covid-19, the move to remote working and by additional workloads when team members were furloughed. Advice Line staff were under considerable pressure due to the increased demand for our services in 2020, and we reduced our opening hours slightly to manage workloads. Additional temporary staff helped relieve the pressure in the autumn, and a new Legal Director took up post in November 2020. The charity introduced new communication tools – Teams and Zoom – to ensure appropriate supervision and support for staff working remotely.

PROTECT (WHISTLEBLOWING ADVICE) LIMITED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020

FUTURE PLANS

The Trustees are convinced that the charitable company delivers very useful public benefit through its various activities described earlier in this report. They would like those benefits to be more widely available and have greater impact as there are still too many examples of workers, organisations and third parties coming to harm which could have been reduced by earlier identification, investigation and remediation of the activities causing the harm. The strategic objectives agreed by the Trustees will continue to shape the work of the charity in 2021.

The Trustees have considered diversifying the charity's income by introducing a more structured approach to fundraising in 2021, and are considering a fundraising strategy. Moving to a smaller office in 2021 will help reduce expenditure costs. To mitigate the risks of IT failures, Trustees have approved investment in a new Customer Relationship Management System and the migration to a new email platform. Trustees have considered a new mission, vision and values statement for the charity, and will address the points identified in their governance review during 2021.

GOING CONCERN AND COVID-19

After reviewing the charity's forecasts and projections and taking into account the economic conditions and possible changes in sales performance, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

The Trustees have also considered the potential emerging impact of the COVID-19 pandemic on the future viability of the charity. Since the end of March 2020, the charity premises have been closed but the charity continues to maintain as full a programme as possible while addressing the health concerns of its staff and service users. The charity anticipates that staff will begin to return to the office in the summer of 2021. The long-term economic impact of the pandemic on businesses remains uncertain, however, a small number of the businesses that pay for advice line packages have indicated that they can no longer afford to subscribe. There has also been an increase in the number of debtors who cannot or will not pay, resulting in an increase in bad debts written off and an increase in our general provision for doubtful debtors. The Trustees will continue to monitor closely the impact of these cancellations on the income of the charity and adjust budgets and expenditure accordingly. Remodelled budgets for the coming year have been prepared which support the view that the financial statements should be prepared on a going concern basis. The Trustees continue to take all available steps to maintain sufficient resources in order that the organisation can continue. Consequently, the Trustees have a reasonable expectation that the company will have sufficient funds to continue to meet its liabilities as they fall due for the foreseeable future and therefore have prepared the financial statements on a going concern basis.

PROTECT (WHISTLEBLOWING ADVICE) LIMITED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020

STRUCTURE, GOVERNANCE AND MANAGEMENT

Directors/Trustees

The Directors are also the charity Trustees for the purposes of charity law. Individually the Trustees bring expertise and experience from the various key areas within which the charity operates. Trustees meet at least four times a year and have established Audit and Risk, Remuneration and Nomination Committees as well as other ad hoc working groups as and when a specific project requires Trustees' input.

The Trustees who served during the year were: Paul Boyle (Chair) Geoff Dart (Deputy Chair and Chair of the Remuneration and Nomination Committees, whose term ended in February 2021) Alex Gardiner, Simon Gaysford, Karen Jordan (Chair of the Audit and Risk Committee), Frances Morris-Jones (Deputy Chair from February 2021), Richard Vize (whose term ended in November 2020) and David Widdowson. Trustees began a recruitment exercise for new trustees in January 2021.

In February 2021 Hari Raithatha stood down as Company Secretary and Nneka Egbuji was appointed to the role. The Trustees maintained strong governance through our quarterly Trustee meetings where the Chief Executive updates Trustees on the charity's activities. Our budget and quarterly management accounts are considered in detail by our Audit and Risk Committee which then makes reports and recommendations to the Trustees in the Board meetings. In 2020, due to the impact of the Covid-19 pandemic, Trustees agreed a revised budget in April 2020.

Officers provide written reports, management accounts and other documentation to Trustees prior to each meeting. Trustees are drawn from diverse backgrounds with complementary skills and experiences and are required to declare any conflict of interests at the beginning of each meeting.

In early 2021 Trustees carried out a governance review, assessing the work of the Board against the revised Charity Governance Code (as updated in 2020). The review indicated that the charity was substantially in compliance with the code: a programme of actions to address gaps and continue to improve standards has been compiled for completion in the next 12 months.

Executive Officers

In March 2020 Trustees appointed Elizabeth Gardiner to the role of Chief Executive. She had been interim CEO since December 2019. Jon Cunningham is the Business Development Director.

In November 2020 we welcomed our new Legal Director, Sybille Raphael, to the team.

Staff remuneration and organisational structure is delegated to the Remuneration Committee for consideration, and subject to approval by the Board. In making its recommendations, the Remuneration Committee takes into account the financial position of the charity, developments in the labour market, changes to the level of inflation and the overall performance of the charity in the previous year. The Remuneration Committee makes annual recommendations to the Trustees covering the base pay of all the charity's staff and may also make recommendations for performance awards to senior staff on the basis of their individual performance. It conducts a detailed benchmarking of salaries against relevant comparator groups every three years, or more frequently if circumstances necessitate.

Related Parties

During the year, the charity entered into no transactions with any parties deemed to be related. The Trustees thank all those organisations, foundations and individuals that support us, whether by subscriptions, fee grants, donations or benefits in kind.

Sounds interesting?

If you would like to know more, you will find further information about what we do and how we do it on our website – www.protect-advice.org.uk.

PROTECT (WHISTLEBLOWING ADVICE) LIMITED

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2020**

TRUSTEES' RESPONSIBILITIES STATEMENT

The Trustees (who are also Directors of Protect (Whistleblowing Advice) Limited for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

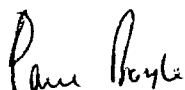
AUDITORS

On 7 September 2020, Wilkins Kennedy (trading as Wilkins Kennedy Audit Services) changed its name to Azets Audit Services Limited. The name they practice under is Azets Audit Services and accordingly have signed their report in their new name.

The auditor, Azets Audit Services, is deemed to be reappointed under section 487(2) of the Companies Act 2006.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The Report of the Trustees was approved by the Board on 19 April 2021 and signed on their behalf by:



Paul Boyle
Chair

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF PROTECT (WHISTLEBLOWING ADVICE) LIMITED

Opinion

We have audited the financial statements of Protect (Whistleblowing Advice) Limited (the 'charitable company') for the year ended 31 December 2020 which comprise the balance sheet, the Statement of Financial Activities, the CashFlow Statement and notes to the financial statements, including 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 Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2020, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, 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.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF PROTECT (WHISTLEBLOWING ADVICE) LIMITED

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 9, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees 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 trustees are responsible for assessing the charitable 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 trustees either intend to liquidate the charitable 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
PROTECT (WHISTLEBLOWING ADVICE) LIMITED**

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Azets Audit Services

John Howard (Senior Statutory Auditor)
For and on behalf of Azets Audit Services
Statutory Auditor
2nd Floor, Regis House
45 King William Street
London
EC4R 9AN

Date: *06 May 2021*

PROTECT (WHISTLEBLOWING ADVICE) LIMITED

**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2020**

	Notes	2020 Unrestricted £	2020 Restricted £	2020 Total funds £	2019 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	10,919	10,000	20,919	29,564
Charitable activities	4				
Business support and fundraising		208,002	-	208,002	248,363
Advice line		630,390	-	630,390	615,406
Investment income	5	332	-	332	626
Other income	6	10,625	-	10,625	-
Total		860,268	10,000	870,268	893,959
EXPENDITURE ON					
Charitable activities	7				
Business support and fundraising		269,908	-	269,908	283,881
Advice line		398,009	2,500	400,509	421,241
Public Education and Policy		130,600	-	130,600	137,362
Development and Growth		34,827	-	34,827	36,630
Total		833,344	2,500	835,844	879,114
NET INCOME		26,924	7,500	34,424	14,845
RECONCILIATION OF FUNDS					
Total funds brought forward		89,080	-	89,080	74,235
TOTAL FUNDS CARRIED FORWARD	17	116,004	7,500	123,504	89,080

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

The notes form part of these financial statements

PROTECT (WHISTLEBLOWING ADVICE) LIMITED

STATEMENT OF FINANCIAL POSITION
AT 31 DECEMBER 2020

		2020 Total funds	2019 Total funds
	Notes	£	£
FIXED ASSETS			
Tangible assets	13	7,783	11,465
CURRENT ASSETS			
Debtors	14	292,434	305,675
Cash at bank		<u>279,306</u>	<u>209,613</u>
		571,740	515,288
CREDITORS			
Amounts falling due within one year	15	(456,019)	(437,673)
NET CURRENT ASSETS		<u>115,721</u>	<u>77,615</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>123,504</u>	<u>89,080</u>
NET ASSETS		<u>123,504</u>	<u>89,080</u>
FUNDS	17		
Unrestricted funds		116,004	89,080
Restricted funds		<u>7,500</u>	<u>-</u>
TOTAL FUNDS		<u>123,504</u>	<u>89,080</u>

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.

The financial statements were approved by the Board of Trustees on 19 April 2021 and were signed on its behalf by:



P V Boyle -Trustee

The notes form part of these financial statements

PROTECT (WHISTLEBLOWING ADVICE) LIMITED

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2020**

		2020	2019
	Notes	£	£
Cash flows from operating activities:			
Cash generated from operations	19	<u>69,361</u>	<u>87,951</u>
Net cash provided by operating activities		<u>69,361</u>	<u>87,951</u>
Cash flows from investing activities:			
Purchase of tangible fixed assets		-	(13,230)
Current asset cash investments		-	-
Interest received		<u>332</u>	<u>626</u>
Net cash provided by (used in) investing activities		<u>332</u>	<u>(12,604)</u>
Cash flows from financing activities:			
Capital repayments in year		<u>-</u>	<u>-</u>
Net cash provided by (used in) financing activities		<u>-</u>	<u>-</u>
Change in cash and cash equivalents in the reporting period		<u>69,693</u>	<u>75,347</u>
Cash and cash equivalents at the beginning of the reporting period		<u>209,613</u>	<u>134,266</u>
Cash and cash equivalents at the end of the reporting period		<u>279,306</u>	<u>209,613</u>

The notes form part of these financial statements

PROTECT (WHISTLEBLOWING ADVICE) LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

1. STATUTORY INFORMATION

Protect (Whistleblowing Advice) Limited is a charitable company, limited by guarantee, registered in England and Wales. The company's registered number and registered address can be found on the Reference and Administrative Details page.

2. ACCOUNTING POLICIES

Basis of Preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2015.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Public Benefit

The charitable company meets the definition of a public benefit entity under FRS 102.

Legal Status

The charity is a company limited by guarantee and has no share capital. The liability of each Trustee in the event of winding up is limited to £1.

Going Concern

After reviewing the charity's forecasts and projections and taking into account the economic conditions and possible changes in trading performance, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

The trustees have also considered the potential impact of the COVID-19 virus on the future viability of the Charity, on page 7 of the Report of the Trustees. At the date of approval of these financial statements, the full impact on the Charity remains uncertain, although cashflow and remodelled budgets for the coming year have been prepared which support the view that the financial statements should be prepared on a going concern basis. The trustees continue to take all available steps to maintain sufficient resources in order that the organisation can continue.

Consequently, the trustees have a reasonable expectation that the company will have sufficient funds to continue to meet its liabilities as they fall due for the foreseeable future and therefore have prepared the financial statements on a going concern basis.

Fund Accounting

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements. The charity currently has no designated funds.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

PROTECT (WHISTLEBLOWING ADVICE) LIMITED

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2020**

2. ACCOUNTING POLICIES - continued

Income

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted; the estate has been finalised and notification has been made by the executor(s) to the charity that the distribution will be made; or when a distribution is received from the estate. Receipt of a legacy, in whole or in part is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income from charitable activities represents net amounts receivable, excluding any value added tax. Where income relates to services to be provided over a number of years, income is matched to the service provision and income invoiced in advance is deferred to future years.

Donated professional services and donated facilities are recognised as income when the charity has control over the item; any conditions associated with the donated item have been met; the receipt of economic benefit from the use by the charity of the item is probable; and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the Trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following heading:

Expenditure on charitable activities which includes costs in relation to Business Support and Fundraising; Advice Line; Public Education and Policy and Development and Growth.

Allocation and apportionment of costs

Resources expended that relate directly to specific activity are allocated solely to that activity. All other resources expended are allocated based on total staff time. Other resources expended and support costs are allocated to charitable activities based on total staff time.

Tangible fixed assets

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

Fixtures and fittings	- 4 years straight line
Computer equipment	- 4 years straight line

Assets that are expected to be of continuing use to the charity are capitalised at either their cost to the charity or, if donated, at their estimated market value. Assets with a value of less than £1,000 are expensed at the point of purchase. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

PROTECT (WHISTLEBLOWING ADVICE) LIMITED

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2020**

2. ACCOUNTING POLICIES - continued

Trade and other debtors

Trade and other debtors are measured at transaction price less any impairment.

Current asset investments

Current asset investments comprise cash deposits with an original maturity date of more than 3 months.

Cash and cash equivalents

Cash and cash equivalents in the balance sheet comprise cash at banks and in hand and short term deposits with an original maturity date of three months or less. For the purpose of the consolidated cash flow statement, cash and cash equivalents consist of cash and cash equivalents as defined above, net of outstanding bank overdrafts.

Trade and other creditors

Trade and other creditors are measured at their transaction price unless the arrangement constitutes a financing transaction in which case the transaction is measured at present value of future payments discounted at prevailing market rate of interest. Other financial liabilities are initially measured at fair value net of their transaction costs. They are subsequently measured at amortised cost using the effective interest method.

Leases

Assets acquired under finance leases are capitalised and depreciated over the shorter of the lease term and the expected useful life of the asset. Minimum lease payments are apportioned between the finance charge and the reduction of the outstanding lease liability using the effective interest method. The related obligations, net of future finance charges, are included in creditors.

Rentals payable and receivable under operating leases are charged to the SoFA on a straight line basis over the period of the lease.

Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

Taxation

The charitable company is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part II Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Judgements and key sources of estimation uncertainty

The preparation of financial statements requires management to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on a continuing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The Trustees consider that there are no significant judgements or estimates in the preparation of these financial statements.

3. DONATIONS AND LEGACIES

	2020	2019
	£	£
Donations (unrestricted)	10,919	29,564
Donations (restricted)	10,000	-
	<u>20,919</u>	<u>29,564</u>

PROTECT (WHISTLEBLOWING ADVICE) LIMITED
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2020

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2020 £	2019 £
Incoming resources from charitable activities	Business support and fundraising	208,002	248,363
Incoming resources from charitable activities	Advice line	630,390	<u>615,406</u>
		<u>838,392</u>	<u>863,769</u>

5. INVESTMENT INCOME

	2020 £	2019 £
Investment income	<u>332</u>	<u>626</u>

6. OTHER INCOME

	2020 £	2019 £
Furlough funding	<u>10,625</u>	<u>-</u>

7. CHARITABLE ACTIVITIES COSTS

	Direct costs (See note 8) £	Support costs (See note 9) £	Totals £
Business support and fundraising	230,536	39,372	269,908
Advice line	342,086	58,423	400,509
Public Education and Policy	111,549	19,051	130,600
Development and Growth	<u>29,747</u>	<u>5,080</u>	<u>34,827</u>
	<u>713,918</u>	<u>121,926</u>	<u>835,844</u>

8. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2020 £	2019 £
Staff costs	575,904	590,923
Non-staff costs	<u>138,014</u>	<u>175,477</u>
	<u>713,918</u>	<u>766,400</u>

PROTECT (WHISTLEBLOWING ADVICE) LIMITED
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2020

9. SUPPORT COSTS

	Management	Governance	Totals
	£	costs	£
Business support and fundraising	21,122	18,250	39,372
Advice line	31,343	27,080	58,423
Public Education and Policy	10,221	8,830	19,051
Development and Growth	2,725	2,355	5,080
	<u>65,411</u>	<u>56,515</u>	<u>121,926</u>

10. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2020	2019
	£	£
Depreciation - owned assets	3,682	5,244
Operating lease rentals	44,568	53,814
Auditor's remuneration - statutory audit	6,600	6,500
Auditor's remuneration - other services	<u>1,500</u>	<u>1,500</u>

Non-staff costs are made up of:

	2020	2019
	£	£
Premises	74,426	89,959
Communications	6,136	15,001
Depreciation	3,682	5,244
Training and library	13,229	14,525
Public relations and marketing	8,585	21,688
Service costs	97	85
Office expenses	15,441	18,828
Auditor's remuneration - statutory audit	6,600	6,500
Auditor's remuneration - non-audit services	1,500	1,500
Provision for bad debts	29,484	15,225
Professional fees	548	48
Other	<u>16,885</u>	<u>14,088</u>
	<u>176,613</u>	<u>202,691</u>

11. TRUSTEES' REMUNERATION AND BENEFITS

No Trustees received remuneration or other benefits during either the current or the prior year.

No Trustees received reimbursements for expenses during either the current or the prior year.

PROTECT (WHISTLEBLOWING ADVICE) LIMITED
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2020

12. STAFF COSTS

	2020 £	2019 £
Salaries and wages	549,744	562,175
Social security costs	50,794	54,218
Employer's contribution to defined contribution pension scheme	29,634	27,723
Other staff costs	18,536	32,308
	<u>648,708</u>	<u>676,423</u>

The average full-time employees' equivalent number during the year was 16.9 (2019: 17.4).

Employees remunerated in excess of £60,000 excluding employer's pension contributions are as follows:

	2020 £	2019 £
£60,001 to £70,000	<u>1</u>	<u>1</u>

The aggregate employer pension expense in relation to these employees was £3,503 (2019: £4,531).

Staff costs have been allocated on a percentage basis over the charitable activity cost headings.

The key management personnel comprises of the personnel given in the Report of the Trustees under Executive Officers. The total employee benefits of the key management personnel of the charitable company were £139,192 (2019: £149,083).

13. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 January 2020	30,791	37,534	68,325
Additions	<u>-</u>	<u>-</u>	<u>-</u>
At 31 December 2020	<u>30,791</u>	<u>37,534</u>	<u>68,325</u>
DEPRECIATION			
At 1 January 2020	20,597	36,263	56,860
Charge for year	<u>3,376</u>	<u>306</u>	<u>3,682</u>
At 31 December 2020	<u>23,973</u>	<u>36,569</u>	<u>60,542</u>
NET BOOK VALUE			
At 31 December 2020	<u>6,818</u>	<u>965</u>	<u>7,783</u>
At 31 December 2019	<u>10,194</u>	<u>1,271</u>	<u>11,465</u>

PROTECT (WHISTLEBLOWING ADVICE) LIMITED
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2020

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Trade debtors	267,289	265,566
Other debtors	5,793	11,524
Prepayments and accrued income	<u>19,352</u>	<u>28,585</u>
	<u>292,434</u>	<u>305,675</u>

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Trade creditors	13,497	8,369
Social security and other taxes	70,162	103,259
Accruals and deferred income	<u>372,360</u>	<u>326,045</u>
	<u>456,019</u>	<u>437,673</u>

Deferred income reconciliation:

	2020	2019
	£	£
Brought forward balance at 1 January	303,290	291,928
Amounts recognised as incoming resources in the year	(303,290)	(291,928)
Amount deferred at 31 December	<u>342,037</u>	<u>303,290</u>
	<u>342,037</u>	<u>303,290</u>

Deferred income consists of subscription income and income in relation to retainers and consultancy fees. An element of the income has been deferred at the year-end due to the subscription period spanning over the financial year end or the income having been received in advance.

PROTECT (WHISTLEBLOWING ADVICE) LIMITED
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2020

16. LEASING AGREEMENTS

Total minimum lease payments under non-cancellable operating leases fall due as follows:

	2020 £	2019 £
Within one year	37,214	59,424
Between one and five years	<u>133,545</u>	<u>193,127</u>
	<u>170,759</u>	<u>252,551</u>

The above commitment relates to the charity's office and the total commitment shown is for the length of the lease. Protect (Whistleblowing Advice) Limited can terminate the lease agreement at any time giving the landlord four months' notice in writing.

17. MOVEMENT IN FUNDS

	At 1/1/20 £	Net movement in funds £	At 31/12/20 £
Unrestricted funds			
General fund	89,080	26,924	116,004
Restricted funds	-	7,500	7,500
	<u>89,080</u>	<u>34,424</u>	<u>123,504</u>
TOTAL FUNDS			

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	860,268	(833,344)	26,924
	<u>860,268</u>	<u>(833,344)</u>	<u>26,924</u>
TOTAL UNRESTRICTED FUNDS			

	Incoming resources £	Resources expended £	Movement in funds £
Restricted fund			
General fund	10,000	(2,500)	7,500
	<u>10,000</u>	<u>(2,500)</u>	<u>7,500</u>
TOTAL RESTRICTED FUNDS			

Restricted funds are made up of a grant of £10,000 received from the Allen & Overy Foundation London Grants Committee. The donation was towards the core funding of Protect's Advice Line – ensuring that we continue to reach as many whistleblowers in need as possible, at a time of increased demand on our services. It was also to help our web based advice and to allow us to purchase much needed IT to support our advisers. The carried forward balance will be spent during the 2021 year.

PROTECT (WHISTLEBLOWING ADVICE) LIMITED

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2020**

18. PENSION COMMITMENTS

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund. The amounts payable at year end was £2,824 (2019: £2,864) and is included in creditors under other tax and social security.

	2020 £	2019 £
Contributions payable by the company for the year	<u>29,634</u>	<u>27,723</u>

19. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2020 £	2019 £
Net income for the reporting period (as per the statement of financial activities)	34,424	14,845
Adjustments for:		
Depreciation charges	3,682	5,244
Interest received	(332)	(626)
Decrease in debtors	13,241	49,681
Increase in creditors	<u>18,346</u>	<u>18,807</u>
Net cash provided by operating activities	<u>69,361</u>	<u>87,951</u>

20. RELATED PARTY DISCLOSURES

There are no related party transactions to disclose for the current or the prior year.

21. ULTIMATE CONTROLLING PARTY

The company is considered to have no ultimate controlling party.