

# STOP HATE UK

England & Wales · Charity number 1062692

## Details

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**Other names** THE LEEDS RACIAL HARASSMENT PROJECT

**Status** Registered

**Legal form** Charitable company

**Company number** [03293987](#)

**Registered** 1997-06-05

**Register** [View on the Charity Commission register](#)

## Contact

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**Address** 22-24  
Harborough Road  
Northampton  
NN2 7AZ

**Phone** 08001381625

**Email** [info@stophateuk.org](mailto:info@stophateuk.org)

**Website** [www.stophateuk.org](http://www.stophateuk.org)

## Activities

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**Objects:** THE PROMOTION OF RELIGIOUS OR RACIAL HARMONY, EQUALITY AND DIVERSITY, TO WORK TOWARDS THE ELIMINATION OF ALL FORMS OF LEGALLY PROHIBITED HARASSMENT IN PARTICULAR BUT NOT EXCLUSIVELY BY RAISING AWARENESS AND UNDERSTANDING OF DISCRIMINATION AND HATE CRIME, ENCOURAGING ITS REPORTING AND SUPPORTING THE INDIVIDUALS AND COMMUNITY IT AFFECTS.

**Activities:** Raising awareness and understanding of discrimination and hate crime, encouraging its reporting, and supporting the individuals and communities it affects.

## Classification

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- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Defined Groups

## Geography

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- **Area of benefit:** CITY OF LEEDS
- Northern Ireland
- Scotland
- Throughout England And Wales

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-03-31	£478,156	£463,800	-	-
2024-03-31	£547,543	£569,271	£-29,597	23
2023-03-31	£565,988	£755,092	£-7,868	30
2022-03-31	£673,085	£600,508	£183,875	26
2021-03-31	£295,274	£282,523	-	-

## Trustees

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Name	Role	Appointed
David Wykes		2024-05-16
Graham Lewis		2024-08-20
Karyn Strickland		2025-03-05
Michael Theaker		2024-05-16
Rohan Mapara		2025-09-15
Suemeng Chan		2023-11-02

**STOP HATE UK**

England & Wales - Charity number 1062692

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# Accounts

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**Charity Registration No. 1062692**

**Company Registration No. 03293987 (England and Wales)**

**Stop Hate UK**

**(A Company Limited By Guarantee)**

**Trustees' Report and Unaudited Financial Statements**

**For the Year Ended 31 March 2025**

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**LEGAL AND ADMINISTRATIVE INFORMATION**

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<b>Trustees</b>	M Theaker (Chair) G Lewis Professor J Garland (Chair) E Shin Dr J Smith M Bousherian W McAdam B Culleton D Wykes M P Ward S Chan K Strickland R Mapara	(appointed 16 May 2024) (appointed 20 August 2024) (resigned 16 May 2024) (resigned 25 June 2024) (resigned 25 June 2024) (resigned 5 March 2025) (resigned 30 April 2024) (resigned 20 August 2024) (appointed 16 May 2024) (resigned 16 May 2024)  (appointed 5 March 2025) (appointed 15 September 2025)
<b>Secretary</b>	R Simkins	
<b>Charity number</b>	1062692	
<b>Company number</b>	03293987	
<b>Registered office</b>	22-24 Harborough Road Northampton NN2 7AZ	
<b>Independent examiner</b>	Jessica Lawrence Azets Audit Services Limited 12 King Street Leeds LS1 2HL	
<b>Bankers</b>	Unity Trust Bank plc 4 Brindleyplace Birmingham B1 2HB	
<b>Solicitors</b>	Wrigleys Solicitors LLP 19 Cookridge Street Leeds United Kingdom LS2 3AG	

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# **STOP HATE UK (A COMPANY LIMITED BY GUARANTEE) TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025**

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The Trustees who are also Directors of the charity for the purposes of the Companies Act 2006, submit their report and independently examined financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "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)" (as effective from 1 January 2019).

## **Reference and Administrative Details**

The Legal and Administrative Information page forms part of this report.

## **Objectives and activities**

### **Our Vision**

A world which is free from hate, harassment and discrimination.

### **Our Mission**

To combat prejudice and hate  
To support those affected  
To educate towards a hate-free society.

### **Our Ambition**

As a means of realising this vision, we seek to work towards a society in which all people affected by hate, harassment and discrimination can challenge, report and change their experience, to support and empower people who are affected by Hate Crime, harassment and discrimination, to influence and guide organisations in their responses to Hate Crime, harassment and discrimination and to develop effective partnerships with other organisations which share our vision.

Stop Hate UK continue to help to tackle all forms of Hate Crime and discrimination by ensuring every person, regardless of identity, has someone to listen, believe, and advise them. Data gathered and received in the last financial year from our independent helpline services demonstrates an increase in Hate Crime reporting. 60% of calls provided listening support, information, and advice to victims both reporting incidents and enquiring about our services. This year, our average call duration time was 19 minutes which is a true testament to our dedicated specialists on the Helpline team. Stop Hate UK continue to review and develop these services year on year to provide unrivalled support for those affected.

When reviewing the aims and objectives of the charity, and in planning future activities, the Trustees have complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Commission.

## **Achievements and performance**

### **1.1 Our Year**

Another challenging but exciting year. Stop Hate UK continues to evolve to meet our changing environment. The continuing pressure on household incomes has inevitably had an impact on donations but we are so grateful for every £ we receive. Our eternal gratitude goes out to those who donate, bake cakes, run marathons, or ask their friends to donate to us instead of giving a birthday present. However, the money is raised we say THANK YOU.

The year remained challenging financially, but we were able to end the year with a small surplus, which is essential to maintain our sustainability and ease cash flow problems.

We remain committed to our mission and vision to provide 24/7 reporting and support services to all those impacted by Hate Crime motivated by hostility towards any aspect of identity.

# **STOP HATE UK**

## **(A COMPANY LIMITED BY GUARANTEE)**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**

#### **FOR THE YEAR ENDED 31 MARCH 2025**

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This year saw a change in membership of our Board of Trustees. We welcomed a new Chair and Finance Lead from the business sector. Mike Theaker and David Wykes have brought some fresh ideas and refreshing optimism about the future. We also saw the return of Graham Lewis to our Board. Graham was a Trustee for 8 years and our Chair for many of them. After an 18-month rest, he has returned and we welcome his Governance experience as well as his knowledge of the Charity Sector, LGBTQI+ and Disability Hate Crime knowledge. Towards the end of the year Karyn Strickland joined the Board bringing her experience in Human Resources and Equality Diversity and Inclusion in the Private Sector.

Our Training Team grew in the year, and we were delighted to welcome back Kamaria Ahmad as a full-time Training Officer. Kamaria also leads on our communications and marketing, which is of course difficult alongside her full-time training role. To support and grow our ability to market our services and opportunities we have taken on an amazing team of volunteers and hope that we can create a full time, paid role to lead on this in the future. To achieve our vision and mission more people need to know what we can offer and understand that there is someone who cares day and night about them.

#### **1.2 Reporting and Support Services**

Despite a reduction in our overall resources Stop Hate UK has maintained its commitment to addressing all forms of Hate Crime and discrimination by ensuring every person, regardless of identity, has someone to listen, believe, and offer advice, at any time and every day of the year.

Data gathered and received from our independent Helpline services in the last reporting year shows a 16% increase in Hate Crime reporting, continuing the trend from last year. Overall, contacts increased by 8%. There was a slight increase in crimes recorded by the police in England and Wales for the same period but of course we are measuring contacts and conversations whereas their figures relate to recorded crime. The increase in our figures show the need for a service such as ours.

A total of 65% of all our calls were to report incidents and case updates while 13% were to provide listening support, information, and advice. Our commitment to providing support to people experiencing incidents, even if not a crime, places us at the forefront of supporting people who are victimised and minoritised daily.

This year, our average call duration was 20 minutes, (for incident reports it was 26 minutes) which is a true testament to the dedicated specialists on our Helpline team. Stop Hate UK continues to annually review and develop these services to provide unrivalled support for those effected.

The highest forms of reported abuse were racism (53.6%), and disability (11.3%). Although broadly similar to the previous year, the numbers have changed slightly – 149 more Racist incident reports, while those relating to Disability reduced by 83. We have also seen a 35% increase in reports of Sexual orientation (164 to 222), while Faith motivations maintained similar levels (121 – 122) and Transgender Identity reports increased from 37 - 44 (19%).

This year saw small reversal in the shift towards electronic methods in the way people contact us, with 37% of contacts made by the telephone, which is a big increase compared to 32% in 2023-24. However, the longer-term trend is still towards email and other electronic methods of reporting. 35% of contacts were outside of 'normal' working hours, demonstrating the vital need to maintain 24/7 access to our services. During the year we received a contact in every hour of the day.

Our provision of continuous support to those affected by Hate Crime and discrimination and our collaboration with external organisations resulted in 685 cases being reported to the police or local support agencies.

While Stop Hate UK continues to provide consistent services across locations in the UK, we particularly welcome the City of Manchester to our helpline areas which is the result of successful grant application to QBE. The QBE Foundation also funded the design and launch of the Start Safe Stay Safe app in the City. The App was also launched in York and North Yorkshire funded by North Yorkshire Police, Fire and Crime Commissioner. We were also delighted to receive our annual donation from Close Bothers which funds our 24-hour Stop Hate Line in South Yorkshire and London Borough of Merton.

Another new partnership was established with the Royal Borough of Kingston upon Thames to provide the Stop Hate Line and a range of training sessions.

# **STOP HATE UK**

## **(A COMPANY LIMITED BY GUARANTEE)**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**

#### **FOR THE YEAR ENDED 31 MARCH 2025**

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Our work, as a leading partner, within a consortium project that sought to address the increase in East and Southeast Asian hate documented in the wake of the COVID-19 pandemic, through the creation of a bespoke 24/7 Helpline, came to an end in early 2025. "On Your Side," launched in August 2022, was unable to obtain the same level of funding from the Department of Levelling Up, Housing and Communities to continue with the full service and the consortium decided to sacrifice the 24hrs Helpline service as a result. The new service continues under the management of Protection Approaches but sadly without the benefit of our 24-hour service.

Following the successful development and delivery of a bespoke Street Harassment mobile phone App within the London Borough of Waltham Forest, we have also launched a version in the London Borough of Lewisham, as well as the City of Southampton. In June 2024 we were commissioned to provide this app for North Yorkshire and are hopeful for further roll out of this award-winning provision. The App is designed to address some of the priorities for the Violence against Women and Girls agenda and at the same time acknowledges that Street based harassment, while most prevalent amongst women and girls, is not exclusively so. Members of other communities, such as the LGBTQ+ community and Disabled people are also vulnerable. The App reinforces our position, that this type of targeted harassment should be recognised as motivated by hate and treated as such.

#### **1.3 Partnerships and Collaborations**

We were delighted to continue our partnerships with two major companies in the UK. In September 2024 we received our first grant from QBE Foundation to provide the Stop Hate Line and our Start Safe Stay Safe app in the City of Manchester and in February 2025 we received a further donation of £25,000 from Close Brothers to continue providing our 24 hour Stop Hate Line to South Yorkshire and London Borough of Merton.

QBE have also supported us by providing free meeting space and refreshments for meetings, interviews, and our Helpline team awayday. Our Chief executive also spoke at their staff event raising awareness of Mental Health and Hate Crime.

Overfinch in Leeds continue to provide free storage for some of our promotional material.

Eulogy continues to provide some pro bono support for us and have helped us with a new and exciting partnership in 2025 with the European Taxi app, Freenow. Stop Hate UK have provided driver training for Freenow are now partners in their round up to donate scheme which will run throughout 2025/26.

We must mention the support of our Charity Ambassadors, Canon Mark Oakley, Dean of Southwark, and Gary Powell from The Libertines.

#### **1.4 Technology, Media, and Telecommunications**

This year has also seen an increase in reports of incidents relating to the Online space, with contacts from members of the public raising their concerns relating to 'Online Activity', rising from 44 (23/24) to 60, an increase of 26%. We have also seen an increase in reports of incidents relating to 'malicious communications' rise from 85 (23/24) to 129, an increase of 34%.

These represent both concerns relating to potential public order offences of 'stirring up hatred', incitement etc targeting whole groups and communities, and potential offences such as online harassment, directed at individuals.

While we are pleased to see an increase in contacts relating to the online space and are grateful to those individuals who have taken the time to report their concerns, we are also acutely aware that, given what some academic researchers have labelled the 'epidemic of hate speech online', this is an area which is seriously under-reported.

Given the online space's increasing role in shaping and reinforcing public opinion, attitudes, and beliefs; the proliferation of 'harmful speech' and related phenomena of 'misinformation and disinformation', and the increasing normalisation of these negative online behaviours therefore represents a major, ongoing cause for concern.

We are therefore pleased to be participating in a project with EU partners, that will focus on these specific issues over the next 3 years.

# **STOP HATE UK**

## **(A COMPANY LIMITED BY GUARANTEE)**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**

#### **FOR THE YEAR ENDED 31 MARCH 2025**

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#### **1.5 Education, Training and Consultancy**

We have successfully delivered a range of funded projects in the past year.

In Leeds, we delivered training sessions to existing and new third-party reporting centres, enabling local groups to provide a viable alternative to police where anyone experiencing, or witnessing, hate can approach and make a report, enabling to access support when required. This project also provided a service through which Leeds schools could report a hate incident directly to our Helpline in confidence. This service enabled us to liaise directly with schools when serious concerns were raised and respond with an offer of additional support for young people and school staff.

In the London boroughs of Sutton and Merton, we delivered awareness sessions to community organisations and schools across all age groups on issues around hate crime; social media and online hate; disability hate and discrimination. All sessions closed with learners having an improved understanding of the harms of hate and encouragement of 'upstander' behaviours, in response acting proactively and safely according to their ability and circumstances.

The training team have had a very busy year. With more organisations requesting in-person delivery, our trainers have travelled across the country delivering to universities, housing providers, financial institutions, local authorities, faith groups and more.

National Hate Crime Awareness Week was busy as always. We supported our partners through delivery and participation in over 25 separate events across the country. These included training sessions to young people, community members and statutory partners; participation in local neighbourhood, speaking at conferences and formal launch events.

While we have a comprehensive range of training resources ready to be delivered, we pride ourselves on ensuring any training and awareness sessions delivered take place after we have engaged directly with those requesting the sessions to identify any specific content and outcomes to be achieved, thus maximising the opportunity to increase understanding and learning and ensuring we meet the training needs of our clients.

Through all aspects of our work, we directly reached about 17,000 people and estimate that this rippled out to reach more than 2.5 million!

#### **1.6 Developments**

In June 2024, our Board of Trustees appointed a new Chair and Finance Lead. Mike Theaker is the new Chair and has brought new energy and commitment to the Board. Mike is confident that the Charity can thrive by attracting sponsorship and donations from the private sector. He is well connected in the car industry and is using his contacts to help us achieve sustainable funding. In August 2024 we were fortunate in having Graham Lewis rejoin the Board of Trustees following a 20 month 'retirement' from the Charity. Graham has extensive knowledge of the not-for profit sector and a long-standing appreciation of the value of the work we do particularly the 24-hour service we provide.

In March 2025 Karyn Strickland joined the Board. Karyn has been a supporter of Stop Hate UK for a few years prior to joining the Board so was able to contribute immediately, using her Human Resources and Equality, Diversity, and Inclusion professional experience to support our mission.

#### **Financial**

The Statement of Financial Activities shows a net surplus for the year before actuarial gains of £14,356 (2024: net expenditure of £21,728) and we had a funds deficit at 31 March 2025 of £16,863 (2024: £29,597).

The Trustees have established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') should be sufficient to sustain the organisation in the event of a closure. The free reserves at 31 March 2025 are in deficit at £16,863 and it is conservatively estimated that closure costs would be in the region of £114,800. The Trustees intend to review the reserves policy each year.

Despite a difficult year we have ended the year with a small surplus. It is important that we achieve this to ensure we can remain at the forefront of challenging hate and ease our operations by smoothing out our cashflow. We have focused our attention on reducing costs but maintaining a 24-hour team 365 days per year means that there is little more we can strip out without losing services to people who need us we have ensured that the 24-hour services can continue and remain at the forefront of what we do every day.

**STOP HATE UK  
(A COMPANY LIMITED BY GUARANTEE)  
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2025**

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**Plans for future periods**

It is difficult to remain optimistic for the future with the increasing tensions in the country, but we know that the work we do every day of the year is so important. We use this knowledge to inspire us to keep challenging and evolving to meet the needs of the people we serve. We know that we need to invest in more marketing and awareness raising so that people know how to reach us when they experience or witness Hate. We know that this is far too often and that communities are growing in fear for their safety.

By maximising opportunities for sponsorship and donations and by increasing our capacity to deliver training across the UK we expect to increase our income and provide stability for the Charity. Our Board members and Chief Executive are using their experience of building healthy businesses to ensure that all decisions are focused on sustainability and excellence.

As always, our thanks go our dedicated team, members, Trustees, our Patron Baroness Doreen Lawrence of Clarendon OBE, of Clarendon in the Commonwealth Realm of Jamaica, our Charity Ambassador's, The Rev'd Canon Dr Mark Oakley, Dean of Southwark and Gary Powell, Musician (The Libertines) and Producer and all our donors and supporters.

**Structure, governance and management**

Stop Hate UK is a registered charity, constituted as a company limited by guarantee and is therefore governed by a memorandum and articles of association. The Project was established in 1995 with staff seconded from Leeds City Council and became independent of the Council in April 2000. On 6 June 2007 it changed its name from The Leeds Racial Harassment Project to Stop Hate UK and the objects clause was amended to allow activities outside Leeds.

The Trustees who served during the year under review and to date are set out on the Legal and Administrative Information page. All are eligible for re-election. We continue to attract new Members and Trustees. We are keen to include new Trustees that bring diversity both in terms of their characteristics but also their experience and interests.

A full-time salaried Chief Executive and a Board of Trustees manage the charitable company. The Board of Trustees meets regularly to manage its affairs. All Trustees give their time voluntarily. Any expenses reclaimed by Trustees from the charity are set out in note 8 of the Financial Statements.

The Trustees consider the Chief Executive Officer, Director of Operations, Director of Support Services, Manager of Support Services and Manager of On-line Services, as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day to day basis.

The pay of the charity's key management personnel is reviewed annually and normally increased in accordance with average earnings. The remuneration is also bench-marked with organisations of a similar size and activity to ensure that the remuneration set is fair and not out of line with that generally paid for similar roles. The Trustees regularly conduct their own review of the major risks to which the charity is exposed and systems have been established to mitigate those risks.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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**Statement of Trustees' responsibilities**

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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustees are required to:

- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity 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 charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Small Company Rules**

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

The Trustees' report was approved by the Board of Trustees.



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**M Theaker**

Trustee

Dated: 28/10/2025  
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# **STOP HATE UK (A COMPANY LIMITED BY GUARANTEE) INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF STOP HATE UK**

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I report to the Trustees on my examination of the financial statements of Stop Hate UK (the charity) for the year ended 31 March 2025.

This report is made solely to the Charity's Trustees, as a body, in accordance with Section 145 of the Charities Act 2011. My independent examination work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my independent examination work, for this report, or for the opinions I have formed.

## **Responsibilities and basis of report**

As the Trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

## **Independent examiner's statement**

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

**STOP HATE UK  
(A COMPANY LIMITED BY GUARANTEE)  
INDEPENDENT EXAMINER'S REPORT (CONTINUED)  
TO THE TRUSTEES OF STOP HATE UK**

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**Emphasis of matter - Going concern**

I have considered the adequacy of the disclosure made in note 1.2 of the financial statements in respect of the charitable company's ability to continue as a going concern. The charitable company generated a net surplus in the year of £12,734 and an overall unrestricted funds deficit of £16,863. Post year end helpline and other income has allowed the charitable company to continue to meet its obligations as they fall due. The financial statements do not include the adjustments that would result if the company was unable to continue as a going concern.

*Jessica Lawrence*

**Jessica Lawrence**  
Azets Audit Services Limited  
12 King Street  
Leeds  
LS1 2HL

28/10/2025  
Dated: .....

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**INCLUDING INCOME AND EXPENDITURE ACCOUNT**  
**FOR THE YEAR ENDED 31 MARCH 2025**

		Unrestricted funds	Restricted funds	Total Unrestricted funds	Restricted funds	Total
	Notes	2025 £	2025 £	2025 £	2024 £	2024 £
<b><u>Income from:</u></b>						
Donations and memberships	3	122,632	-	122,632	177,506	177,506
Charitable activities	4	116,479	160,360	276,839	141,722	316,993
Other trading activities	5	78,685	-	78,685	53,044	53,044
<b>Total income</b>		<b>317,796</b>	<b>160,360</b>	<b>478,156</b>	<b>372,272</b>	<b>547,543</b>
<b><u>Expenditure on:</u></b>						
Raising funds		881	-	881	1,470	1,470
Charitable activities	6	295,527	167,392	462,919	392,530	567,801
<b>Total expenditure</b>		<b>296,408</b>	<b>167,392</b>	<b>463,800</b>	<b>394,000</b>	<b>569,271</b>
<b>Net income/(expenditure) for the year/</b>		<b>21,388</b>	<b>(7,032)</b>	<b>14,356</b>	<b>(21,728)</b>	<b>(21,728)</b>
<b>Other recognised gains</b>						
Actuarial loss on defined benefit pension schemes	17	(1,622)	-	(1,622)	(1)	(1)
<b>Net movement in funds</b>		<b>19,766</b>	<b>(7,032)</b>	<b>12,734</b>	<b>(21,729)</b>	<b>(21,729)</b>
Fund balances at 1 April 2024		(36,629)	7,032	(29,597)	(14,900)	(7,868)
<b>Fund balances at 31 March 2025</b>		<b>(16,863)</b>	<b>-</b>	<b>(16,863)</b>	<b>(36,629)</b>	<b>(29,597)</b>

The statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 12 - 25 form part of these financial statements.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**BALANCE SHEET**  
**AS AT 31 MARCH 2025**

	Notes	2025 £	£	2024 £	£
<b>Current assets</b>					
Stocks	12	18,291		19,388	
Debtors	13	22,080		48,494	
Cash at bank and in hand		35,180		4,144	
		<u>75,551</u>		<u>72,026</u>	
<b>Creditors: amounts falling due within one year</b>					
	15	<u>(92,414)</u>		<u>(101,623)</u>	
Net current liabilities			<u>(16,863)</u>		<u>(29,597)</u>
<b>Income funds</b>					
Restricted funds	18		-		7,032
			<u>(16,863)</u>		<u>(36,629)</u>
			<u>(16,863)</u>		<u>(29,597)</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2025. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these financial statements under the requirements of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 28/10/2025 .....



.....  
M Theaker  
Trustee

Company registration number 03293987

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

	Notes	2025 £	£	2024 £	£
<b>Cash flows from operating activities</b>					
Cash generated by/(used in) operations	22		80,433		(78,227)
Cash and cash equivalents at beginning of year			(45,253)		32,974
<b>Cash and cash equivalents at end of year</b>			<u>35,180</u>		<u>(45,253)</u>
<b>Relating to:</b>					
Cash at bank and in hand			35,180		4,144
Bank overdrafts included in creditors payable within one year			-		(49,397)
			<u>          </u>		<u>          </u>

# **STOP HATE UK**

## **(A COMPANY LIMITED BY GUARANTEE)**

### **NOTES TO THE FINANCIAL STATEMENTS**

#### **FOR THE YEAR ENDED 31 MARCH 2025**

---

#### **1 Accounting policies**

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

##### **Charity information**

Stop Hate UK is a charitable company and is a private company limited by guarantee incorporated in England and Wales. The registered office is 22-24 Harborough Road, Northampton, NN2 7AZ. The organisation's charity number is 1062692 and its company number is 03293987.

The company is limited by guarantee and does not have a share capital. Every member of the company undertakes to contribute such amount as may be required (not exceeding £1) to the company's assets if it should be wound up while they are a member, or within one year after they cease to be a member, for payment of the Company's debts and liabilities contracted before they cease to be a member, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributories amongst themselves.

##### **1.1 Accounting convention**

The financial statements have been prepared in accordance with the Companies Act 2006 and "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)" (as effective from 1 January 2019).

The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £1.

The financial statements have been prepared under the historical cost convention, modified to include certain financial instruments at fair value. The principal accounting policies adopted are set out below.

##### **1.2 Going concern**

At the balance sheet date there is a net current liability position of £16,863. The Trustees have reviewed the current financial position and the prospects of the charity. Post year end income from helpline and other income received is sufficient to cover liabilities as they fall due and therefore they have, at the time of approving the financial statements, a reasonable expectation that the charity will continue to exist for the foreseeable future. Interest and support in the charity and its work remains strong, donations and requests for training support continue to be received, The charity is working towards increased uptake of its street harassment app. The closure of the Leeds and London offices will bring cost savings and other potential cuts to office costs are being considered. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

##### **1.3 Charitable funds**

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

##### **1.4 Income**

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

---

**1 Accounting policies**

**(Continued)**

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid is recognised at the time of the donation.

Grants, including Government Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

**1.5 Expenditure**

Expenditure is recognised in the period in which it is incurred, and includes attributable VAT which cannot be recovered:

- Charitable expenditure comprises those costs incurred by the charity in the deliverance of its activities and services for its beneficiaries. It includes both costs that can be directly allocated to such activities and those costs of an indirect nature necessary to support them.
- Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the Charity's activities.

**1.6 Tangible fixed assets**

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	25% straight line
-----------------------	-------------------

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

Fixed assets costing more than £1,000 are capitalised.

**1.7 Stocks**

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell.

**1.8 Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts.

**1.9 Financial instruments**

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

---

**1 Accounting policies**

**(Continued)**

***Basic financial assets***

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

***Impairment of financial assets***

Financial assets, other than those held at fair value through income and expenditure, are assessed for indicators of impairment at each reporting date. Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected.

If an asset is impaired, the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in net income/(expenditure) for the year.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been, had the impairment not previously been recognised. The impairment reversal is recognised in net income/(expenditure) for the year.

***Derecognition of financial assets***

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

***Basic financial liabilities***

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

***Derecognition of financial liabilities***

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

**1.10 Taxation**

Stop Hate UK is a registered charity and as such is a charity within the meaning of schedule 6 of the Finance Act 2010. Accordingly, the Charity is potentially entitled to tax exemption under part 11 of the Corporation Tax Act 2010 or section 256 of the Taxation of Chargeable Gains Act 1992 in respect of income and gains arising.

**1.11 Employee benefits**

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**1 Accounting policies** **(Continued)**

**1.12 Pensions**

The company contributes to the Pensions Trust's Growth Plan. The Plan is a multi employer pension plan. It is not possible in the normal course of events to identify on a reasonable and consistent basis the share of underlying assets and liabilities belonging to the charity. In accordance with Charities SORP (FRS 102) the charity recognises the liability to make payments to fund the deficit relating to past service where it has entered into an agreement to make those payments.

**1.13 Leases**

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

**2 Critical accounting estimates and judgements**

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated 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 an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

**Key sources of estimation uncertainty**

The estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities are as follows.

**Defined Benefit Pension**

The liability in respect of The Pension Trust Growth Plan Scheme is calculated by the Scheme Actuary in conjunction with the results of the tri-annual review of the Scheme as certified by the Scheme Actuary. The present value of future liabilities relating to the pension scheme is materially sensitive to changes in the underlying actuarial assumptions and estimates, particularly the rate of discount applied by the Scheme Actuary, details of which are included in note 17.

**3 Donations and memberships**

	<b>Unrestricted funds</b>	<b>Unrestricted funds</b>
	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Donations and memberships	122,632	177,506
	122,632	177,506

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**4 Charitable activities**

	Unrestricted funds 2025 £	Restricted funds 2025 £	Year ended 31 March 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Year ended 31 March 2024 £
Grants	-	160,360	160,360	-	175,271	175,271
Contracts	116,479	-	116,479	141,722	-	141,722
	<u>116,479</u>	<u>160,360</u>	<u>276,839</u>	<u>141,722</u>	<u>175,271</u>	<u>316,993</u>

**5 Other trading activities**

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Trading income	67,761	43,305
Sale of promotional material	10,924	9,739
	<u>78,685</u>	<u>53,044</u>

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**6 Charitable activities**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Staff costs	374,230	434,970
Temporary staff costs	-	7,640
Interest cost – on pension liability	21	65
Training and other staff costs	502	2,630
Insurance	3,845	4,052
Travel and transport	6,265	6,397
Rent, rates, heat and light	10,297	36,162
Sundry equipment	1,632	2,028
Postage	535	1,578
Printing and stationery	446	365
Telephone and internet	2,496	7,808
Translation, interpretation and other contracted services	43,571	44,084
Advertising, educational material and publicity	2,268	2,167
Subscriptions and Payroll administration	8,009	7,655
Pension deficit contribution	(815)	(978)
	<u>453,302</u>	<u>556,623</u>
Share of support costs (see note 7)	4,142	6,533
Share of governance costs (see note 7)	5,475	4,645
	<u>462,919</u>	<u>567,801</u>
<b>Analysis by fund</b>		
Unrestricted funds	295,527	392,530
Restricted funds	167,392	175,271
	<u>462,919</u>	<u>567,801</u>

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

7 Support costs	Support costs	Governance costs	2025	Support costs	Governance costs	2024
	£	£	£	£	£	£
Secretarial support	819	-	819	2,730	-	2,730
Finance support	3,010	-	3,010	3,440	-	3,440
Bank charges	313	-	313	363	-	363
Accountancy fees	-	5,475	5,475	-	4,645	4,645
	<u>4,142</u>	<u>5,475</u>	<u>9,617</u>	<u>6,533</u>	<u>4,645</u>	<u>11,178</u>

Independent Examination fees in the year were £2,200 (2024- £1,800) and accountancy fees paid to the examiner were £1,600 (2024- £1,420).

**8 Trustees**

The Trustees received no remuneration from the charity during the year (2024: £nil). No travel expenses were incurred by trustees in the year (2024: £nil).

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**9 Staff costs**

**Number of employees**

The average number of employees during the year was:

**2025**                      **2024**

18                              23

**Employment costs**

**Year ended**              **Year ended**  
**2025**                      **2024**  
**£**                              **£**

**Notes**

Wages and salaries		338,402	393,121
Social security costs		20,610	24,751
Other pension costs		15,218	17,098
		<u>374,230</u>	<u>434,970</u>
Pension deficit contribution	<b>17</b>	(815)	(978)
		<u>373,415</u>	<u>433,992</u>

The Trustees consider its key management personnel comprised of the Chief Executive Officer, Director of Operations, Assistant Director of Training and Helpline Partnerships, Online Hate Services Manager and Manager of Support Services. The total employment benefits including employer pension contributions and employer's National Insurance of the key management personnel were £197,395 (2024: £220,360).

The number of employees whose annual remuneration was £60,000 or more were:

**2025**                      **2024**  
**Number**                      **Number**

£60,000 - £70,000		1	1
		<u>1</u>	<u>1</u>

**10 Taxation**

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**11 Tangible fixed assets**

	<b>Fixtures and fittings</b>
	<b>£</b>
At 1 April 2024	26,413
Disposals	(26,413)
At 1 April 2024	26,413
Eliminated in respect of disposals	(26,413)
<b>Carrying amount</b>	
At 31 March 2025	-
	=====
At 31 March 2024	-
	=====

**12 Stocks**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Finished goods and goods for resale	18,291	19,388
	=====	=====

**13 Debtors**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
<b>Amounts falling due within one year:</b>		
Trade debtors	22,007	48,494
Prepayments and accrued income	73	-
	=====	=====
	22,080	48,494
	=====	=====

**14 Loans and overdrafts**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Bank overdrafts	-	49,397
	=====	=====
Payable within one year	-	49,397
	=====	=====

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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**15 Creditors: amounts falling due within one year**

	Notes	2025 £	2024 £
Bank overdrafts	14	-	49,397
Deferred income	16	65,059	18,574
Short term retirement benefit obligations	17	1,628	800
Accruals		25,727	32,852
		<u>92,414</u>	<u>101,623</u>

**16 Deferred income**

	2025 £	2024 £
Balance at 1 April 2024	18,574	81,524
Released to Statement of Financial Activities	(18,574)	(81,524)
Amount deferred in the year	65,059	18,574
Balance at 31 March 2025	<u>65,059</u>	<u>18,574</u>

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**17 Retirement benefit schemes**

**Defined contribution schemes**

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

**Defined benefit schemes**

The charity participates in The Pension Trust Growth Plan Scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK.

Where the Scheme is in deficit and where the charity has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

**Key Assumptions**

	Year to 31 March 2025 %	Year to 31 March 2024 %	Year to 31 March 2023 %
<b>Discount rate</b>	4.84	5.31	5.52

**Income and expenditure impact**

	2025 £	2024 £
Interest expense	21	65
Re-measurements - impact of changes in actuarial assumptions	10	1
Re-measurements - amendments to the contribution schedule	1,612	-
<b>Total cost</b>	<u>1,643</u>	<u>66</u>

**Movements in the present value of defined benefit obligations:**

	2025 £	2024 £
Liabilities at 1 April 2024	800	1,712
Unwinding of the discount factor (interest expense)	21	65
Deficit contribution paid	(815)	(978)
Remeasurements - impact of any change in assumptions	10	1
Remeasurements - amendments to the contribution schedule	1,612	-
<b>At 31 March 2025</b>	<u>1,628</u>	<u>800</u>

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**18 Restricted funds**

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

<b>Current period</b>	<b>Balance at 1 April 2024</b>	<b>Incoming resources</b>	<b>Resources expended</b>	<b>Balance at 31 March 2025</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Safer Leeds	-	19,000	(19,000)	-
Sutton Outreach	-	20,000	(20,000)	-
DLUHC	-	105,487	(105,487)	-
WYMF	7,032	-	(7,032)	-
NYPCC	-	15,873	(15,873)	-
	<u>7,032</u>	<u>160,360</u>	<u>(167,392)</u>	<u>-</u>

Purpose of funds:

Safer Leeds - Towards promotion of community tolerance and respect.

Sutton Outreach - To deliver a more connected, sustainable, and resilient response to hate crime in Sutton by delivering a project that will increase awareness of Hate Crime, offer support to people experiencing or witnessing it and let residents know how to report it.

DLUHC - A project to create an independently branded, community trusted, accessible and well used UK-wide third-party hate crime and hate incident reporting service for BN(O) status holders and all ESEA communities.

WYMF - The project will raise awareness and understanding of hate crime, the harm and consequences to victims, perpetrators and wider community. We will work with schools to create a school environment in which all feel included, valued, safe and can thrive. Material will be age appropriate as we will work across varying age groups, and all monitored hate crime strands.

NYPCC - Towards the provision of our Start Safe Stay Safe app and associated awareness raising.

<b>Prior period</b>	<b>Balance at 1 April 2023</b>	<b>Incoming resources</b>	<b>Resources expended</b>	<b>Balance at 31 March 2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Safer Leeds	-	19,000	(19,000)	-
Sutton Training	-	20,000	(20,000)	-
DLUHC	-	129,239	(129,239)	-
WYMF	7,032	7,032	(7,032)	7,032
	<u>7,032</u>	<u>175,271</u>	<u>(175,271)</u>	<u>7,032</u>

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**19 Analysis of net assets between funds**

	<b>Net current liabilities</b>	<b>Creditors over one year</b>	<b>Total</b>
<b>Current year</b>			
	<b>£</b>	<b>£</b>	<b>£</b>
Unrestricted funds	(16,863)	-	(16,863)
	<u>(16,863)</u>	<u>-</u>	<u>(16,863)</u>
	<u><u>(16,863)</u></u>	<u><u>-</u></u>	<u><u>(16,863)</u></u>
<b>Prior year</b>			
	<b>£</b>	<b>£</b>	<b>£</b>
Restricted funds	7,032	-	7,032
Unrestricted funds	(36,629)	-	(36,629)
	<u>(29,597)</u>	<u>-</u>	<u>(29,597)</u>
	<u><u>(29,597)</u></u>	<u><u>-</u></u>	<u><u>(29,597)</u></u>

**20 Operating lease commitments**

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Within one year	-	6,693
	<u>-</u>	<u>6,693</u>
	<u><u>-</u></u>	<u><u>6,693</u></u>

**21 Related party transactions**

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

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

<b>22 Cash generated from operations</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Surplus/(deficit) for the year	14,356	(21,728)
Adjustments:		
Defined benefit scheme adjustments	(794)	(913)
Decrease in stocks	1,097	112
Decrease in debtors	26,414	5,209
(Decrease)/increase in creditors	(7,125)	2,043
Increase/(decrease) in deferred income	46,485	(62,950)
	<u>          </u>	<u>          </u>
<b>Cash generated by/(used in) operations</b>	<b>80,433</b>	<b>(78,227)</b>
	<u>          </u>	<u>          </u>

**STOP HATE UK**

England & Wales - Charity number 1062692

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# Accounts

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**Charity Registration No. 1062692**

**Company Registration No. 03293987 (England and Wales)**

**Stop Hate UK**

**(A Company Limited By Guarantee)**

**Trustees' Report and Unaudited Financial Statements**

**For the Year Ended 31 March 2024**

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**LEGAL AND ADMINISTRATIVE INFORMATION**

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<b>Trustees</b>	M Theaker (Chair) G Lewis L Brown Professor J Garland (Chair) U Ozturk E Shin Dr J Smith Dr M Yasin M Bousherian W McAdam B Culleton D Wykes M P Ward S Chan	(appointed 16 May 2024) (appointed 20 August 2024) (resigned 23 November 2023) (resigned 16 May 2024) (resigned 12 December 2023) (resigned 25 June 2024) (resigned 25 June 2024) (resigned 23 November 2023)  (resigned 30 April 2024) (resigned 20 August 2024) (appointed 16 May 2024) (resigned 16 May 2024) (appointed 2 November 2023)
<b>Secretary</b>	R Simkins	
<b>Charity number</b>	1062692	
<b>Company number</b>	03293987	
<b>Registered office</b>	22-24 Harborough Road Northampton NN2 7AZ	
<b>Independent examiner</b>	Jessica Lawrence Azets Audit Services Limited 12 King Street Leeds LS1 2HL	
<b>Bankers</b>	Unity Trust Bank plc 4 Brindleyplace Birmingham B1 2HB	
<b>Solicitors</b>	Wrigleys Solicitors LLP 19 Cookridge Street Leeds United Kingdom LS2 3AG	

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# STOP HATE UK (A COMPANY LIMITED BY GUARANTEE) CONTENTS

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**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)**  
***FOR THE YEAR ENDED 31 MARCH 2024***

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The Trustees who are also Directors of the charity for the purposes of the Companies Act 2006, submit their report and independently examined financial statements for the year ended 31 March 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "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)" (as effective from 1 January 2019).

**Reference and Administrative Details**

The Legal and Administrative Information page forms part of this report.

**Objectives and activities**

**Our Vision**

A world which is free from hate, harassment and discrimination.

**Our Mission**

To combat prejudice and hate  
To support those affected  
To educate towards a hate-free society.

**Our Ambition**

As a means of realising this vision, we seek to work towards a society in which all people affected by hate, harassment and discrimination can challenge, report and change their experience, to support and empower people who are affected by Hate Crime, harassment and discrimination, to influence and guide organisations in their responses to Hate Crime, harassment and discrimination and to develop effective partnerships with other organisations which share our vision.

Stop Hate UK continue to help to tackle all forms of Hate Crime and discrimination by ensuring every person, regardless of identity, has someone to listen, believe, and advise them. Data gathered and received in the last financial year from our independent helpline services demonstrates an increase in Hate Crime reporting. 60% of calls provided listening support, information, and advice to victims both reporting incidents and enquiring about our services. This year, our average call duration time was 19 minutes which is a true testament to our dedicated specialists on the Helpline team. Stop Hate UK continue to review and develop these services year on year to provide unrivalled support for those affected.

When reviewing the aims and objectives of the charity, and in planning future activities, the Trustees have complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Commission.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

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**Achievements and performance**

**1.1 Our year**

The charity has had to address significant financial challenges this financial year but has successfully adapted to changed circumstances to maintain our mission and vision and ensure we continue our commitment to delivering 24/7 reporting and support services to all those impacted by hate crime motivated by hostility to any aspect of their personal identity.

The current economic climate has, inevitably, contributed to a reduction in donations, while Hate Crime continues to harm individuals and undermine cohesion within our communities, and we remain both awed and eternally grateful for the generosity of our donors who have managed to stay with us.

Changes to funding opportunities also necessitated a change of emphasis within the charity, requiring us to focus more upon the delivery of training, as a means of generating additional income to ensure delivery of our frontline services and, at the same time, maintaining our commitment to raising awareness and reducing harm.

While it is a decision made with a heavy heart, regrettably, we have decided to further reduce our costs by closing our Leeds Office. Our registered office is now in Northampton thanks to a generous offer from a local company to allow this at no cost to the Charity. This address is for correspondence only.

While the staff team have significant experience of working from home and this decision has no impact upon our ability to deliver our Helpline services, we acknowledge the need for creative solutions to the challenges this will create, not least in terms of storage of promotional material and merchandise and our ability to offer some types of volunteering opportunities in the short term.

**1.2 Reporting and Support Services**

Despite a reduction in our overall resources Stop Hate UK has maintained its commitment to addressing all forms of Hate Crime and discrimination by ensuring every person, regardless of identity, has someone to listen, believe, and offer advice, at any time and every day of the year.

Data gathered and received from our independent Helpline services in the last reporting year, shows a 61% increase in Hate Crime reporting. Overall, contacts increased by 31%. This is despite a decrease in crimes recorded by the police in England and Wales for the same period.

A total of 71% of all our calls were to report incidents and case updates while 12% were to provide listening support, information, and advice. Our commitment to providing support to people experiencing incidents even if not a crime places us at the forefront of supporting people who are victimised and minoritised daily.

This year, our average call duration was 19 minutes, which is a true testament to our dedicated specialists on the Helpline team. Stop Hate UK continues to annually review and develop these services to provide unrivalled support for those effected.

The highest forms of reported abuse were racism (43.7%), and disability (18.2%). This is broadly like the previous year albeit the numbers have increased significantly – 240 more Racist incident reports and over 140 relating to Disability. We have also seen a 95% increase in reports of Sexual orientation (84 to 164), as well as Faith motivations which increased by 142% (50 – 121) and Transgender Identity reports which increased from 23 – 37 (60%).

Online hate remains an increasing concern and a growing motivator for reports.

This year saw a notable change in how people contact us with a big increase in email reporting. 38% of contacts were outside of 'normal' working hours, demonstrating the vital need to maintain 24/7 access to our services. During the year we received a contact in every hour of the day.

Our provision of continuous support to those affected by Hate Crime and discrimination and our collaboration with external organisations resulted in 452 cases being reported to the police or local support agencies.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

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We have continued to work, as a leading partner, within a consortium project that seeks to address the increase in East and Southeast Asian hate documented in the wake of the COVID-19 pandemic, through the creation of a bespoke 24/7 Helpline. "On Your Side," which was launched on the 9th of August 2022 and received continuation funding from the Department of Levelling Up, Housing and Communities. The service is accessible via phone, web chat and web form.

Following the successful development and delivery of a bespoke Street Harassment mobile phone App within the London Borough of Waltham Forest we have also launched a version in the London Boroughs of Lewisham and Newham as well as the City of Southampton. In June 2024 we were commissioned to provide this app for North Yorkshire and are hopeful for further roll out of this award-winning provision. The App is designed to address some of the priorities for the Violence against Women and Girls agenda and at the same time acknowledges that Street based harassment, while most prevalent amongst women and girls, is not exclusively so. Members of other communities, such as the LGBTQ+ community and Disabled people are also vulnerable. The App reinforces our position that this type of targeted harassment should be recognised as motivated by hate and treated as such.

### **1.3 Partnerships and Collaborations**

We were delighted in February 2024 to receive a further donation of £25,000 from Close Brothers to continue providing our 24 hour Stop Hate Line to South Yorkshire and London Borough of Merton.

This model of funding some areas with private donations was used in Northamptonshire where various local businesses made individual donations to bring the service to the county. These businesses have also committed to providing this on an annual basis making our expansion into Northamptonshire sustainable for the longer term. We know that stopping hate, harassment and discrimination and reducing the harm they do, requires a long-term commitment and action so welcome this approach. This was led by a local businessperson who later joined our Board of Trustees and then became our Chair.

One of the many introductions he has made for us was to the company Overfinch in Leeds who have not only made a generous donation to the Charity but has also provided free storage for some of our promotional material.

Larger donations were also received from Aslef (£1k), Mayfield Grammar School (£10k), Bevan Brittan LLP (£10k), Playtech Software Ltd (£5k), The Balcombe Trust (£5k), PWC Foundation (£14k).

Many of the smaller donors who joined us in 2020 following the murder of George Floyd still donate on a regular basis and it warms our hearts when we see their donation each month.

Our thanks also to Trio Media in Leeds for walking the virtual London Marathon alongside one of our own team members raising over £1k between them and to Eulogy in London for continuing to support our marketing of anti-hate material.

Lastly, we must mention the support of our Charity Ambassadors, Canon Mark Oakley, Dean of Southwark, and Gary Powell from the Libertines.

They have both given us so much support during these difficult times. In his new role as Dean of Southwark, Mark will be looking at how we can use the resources of the Cathedral in our quest to reduce harm.

Gary facilitated fundraising and awareness raising opportunities by inviting us to be part of their 'The Albionay Tour' early 2024 which helped us raise awareness of our service and raise valuable funds and we are now looking forward to being profiled at their new tour 'All Quiet on the Eastern Esplanade'

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

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**1.4 Technology, Media, and Telecommunications**

We continue to monitor the online space wherever possible as activity online impacts the hate people experience in their daily lives in their neighbourhood, their work and in their travels. This is becoming increasingly difficult due to lack of funding for this activity, but we are maintaining our efforts to acquire funding and maintain our expertise in this fast-moving environment. The ongoing controversy and community responses to the utilisation of 'Migrant Hotels' housing asylum seekers has provided a focus for the activity of individual 'citizen journalists' and extremist groups seeking to generate content for their online activities through the dissemination of stereotypically negative and often misleading, anecdotal evidence, while also seeking to establish links to wider conspiracy theories and specific and 'non-specific' ideologies'.

Online Islamophobia and Antisemitism remain key areas of concern, particularly in relation to the adoption and adaption of Antisemitic and Islamophobic tropes to re-purpose and re-present a range of familiar conspiracy theories.

Levels of online Transphobia remain significant, and again, are directly linked to the largely negative coverage of Trans issues by mainstream medias; while the preoccupation with the negative presentation of events such as 'Drag Queen Story time' have served as a catalyst for reactive, rising levels of negative and harmful behaviours directed at members of our LGBTQI+ communities, both online and offline.

In very general terms, the corrosive and cumulative impact of online hate and harmful speech remains of significant concern and a phenomena which cannot be effectively addressed without a range of strategies that support education, awareness raising and behavioural change, in tandem with any law and order solutions, and therefore Stop Hate UK has, over the last year sought to enhance its educational and training activities while also seeking opportunities to support and participate in wider academic research by institutions both within the UK and abroad.

**1.5 Education, Training and Consultancy**

We have successfully delivered a range of funded projects in the past year.

In Leeds, we delivered training sessions to existing and new third-party reporting centres, enabling local groups to provide a viable alternative to police where anyone experiencing, or witnessing, hate can approach and make a report, enabling to access support when required. This project also provided a service through which Leeds schools could report a hate incident directly to our Helpline in confidence. This service enabled us to liaise directly with schools when serious concerns were raised and respond with an offer of additional support for young people and school staff.

In the London boroughs of Sutton and Merton, we delivered awareness sessions to community organisations and schools across all age groups on issues around hate crime; social media and online hate; disability hate and discrimination. All sessions closed with learners having an improved understanding of the harms of hate and encouragement of 'upstander' behaviours, in response acting proactively and safely according to their ability and circumstances

The training team have had a very busy year. With more organisations requesting in-person delivery, our trainers have travelled across the country delivering to universities, housing providers, financial institutions, local authorities, faith groups and more.

National Hate Crime Awareness Week was our busiest yet. We supported our partners through delivery and participation in over 30 separate events across the country. These included training sessions to young people, community members and statutory partners; participation in local neighbourhood and formal launch events.

Demand was so high we had to extend our activities into the following week!

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

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While we have a comprehensive range of training resources ready to be delivered, we pride ourselves on ensuring any training and awareness sessions delivered take place after we have engaged directly with those requesting the sessions to identify any specific content and outcomes to be achieved, thus maximising the opportunity to increase understanding and learning and ensuring we meet the training needs of our clients.

Through all aspects of our work, we directly reached about 20,000 people and estimate that this rippled out to reach more than 50,000.

### **1.6 Developments**

In June 2024, our Board of Trustees appointed a new Chair and Finance Lead. Mike Theaker is the new Chair and has brought new energy and commitment to the Board. Mike is confident that the Charity can thrive by attracting sponsorship and donations from the private sector. He is well connected in the car industry and is using his contacts to help us achieve sustainable funding. In August 2024 we were fortunate in having Graham Lewis rejoin the Board of Trustees following a 20 month 'retirement' from the Charity. Graham has extensive knowledge of the not-for profit sector and a long-standing appreciation of the value of the work we do particularly the 24-hour service we provide.

### **Financial**

The Statement of Financial Activities shows net expenditure for the year before actuarial gains of £21,728 (2023: £189,104) and we had a funds deficit at 31 March 2024 of £29,597 (2023: deficit of £7,868) of which (£36,629) (2023: £14,900) were unrestricted.

The Trustees have established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') should be sufficient to sustain the organisation in the event of a closure. The free reserves at 31 March 2024 are in deficit at £36,629 and it is conservatively estimated that closure costs would be in the region of £98,000. The Trustees intend to review the reserves policy each year.

Unfortunately, although this year has ended with a budget deficit, we remain optimistic for the future. Our services remain vital, and we are developing new partners and income streams. This alongside the budget cuts we have made, some of which were tough will lead to a stronger financial position for future years. By focusing on efficiencies without losing services to people who need us we have ensured that the 24-hour services can continue and remain at the forefront of what we do every day.

### **Plans for future periods**

Stop Hate UK remains optimistic for the future. We believe that the savings we have made in reducing the size of the staff team and closing our offices has allowed us to regroup and focus on income generation that will allow us to sustain and develop our core service of the 24-hour helpline. By maximising opportunities for sponsorship and donations and by increasing our capacity to deliver training across the UK we expect to increase our income and provide stability for the Charity. Our new Board members and Chief Executive are using their experience of building healthy businesses to ensure that all decisions are focused on sustainability and excellence.

We hope to replicate the funding model for the Northamptonshire Stop Hate Line in other areas and continue to achieve our mission of providing this service across the UK.

As always, our thanks go our dedicated team, members, Trustees, our Patron Baroness Doreen Lawrence of Clarendon OBE, of Clarendon in the Commonwealth Realm of Jamaica, our Charity Ambassadors, The Rev'd Canon Dr Mark Oakley, Dean of Southwark and Gary Powell, Musician (The Libertines) and Producer and all our donors and supporters.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

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**Structure, governance and management**

Stop Hate UK is a registered charity, constituted as a company limited by guarantee and is therefore governed by a memorandum and articles of association. The Project was established in 1995 with staff seconded from Leeds City Council and became independent of the Council in April 2000. On 6 June 2007 it changed its name from The Leeds Racial Harassment Project to Stop Hate UK and the objects clause was amended to allow activities outside Leeds.

The Trustees who served during the year under review and to date are set out on the Legal and Administrative Information page. All are eligible for re-election. We continue to attract new Members and Trustees. We are keen to include new Trustees that bring diversity both in terms of their characteristics but also their experience and interests.

A full-time salaried Chief Executive and a Board of Trustees manage the charitable company. The Board of Trustees meets regularly to manage its affairs. All Trustees give their time voluntarily. Any expenses reclaimed by Trustees from the charity are set out in note 8 of the Financial Statements.

The Trustees consider the Chief Executive Officer, Director of Operations, Director of Support Services, Manager of Support Services and Manager of On-line Services, as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day to day basis.

The pay of the charity's key management personnel is reviewed annually and normally increased in accordance with average earnings. The remuneration is also bench-marked with organisations of a similar size and activity to ensure that the remuneration set is fair and not out of line with that generally paid for similar roles. The Trustees regularly conduct their own review of the major risks to which the charity is exposed and systems have been established to mitigate those risks.

**Statement of Trustees' responsibilities**

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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustees are required to:

- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity 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 charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Small Company Rules**

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

The Trustees' report was approved by the Board of Trustees.

*Mike Theaker*  
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**M Theaker**

Trustee

Dated: .....25/11/2024.....

**STOP HATE UK  
(A COMPANY LIMITED BY GUARANTEE)  
INDEPENDENT EXAMINER'S REPORT  
TO THE TRUSTEES OF STOP HATE UK**

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I report to the Trustees on my examination of the financial statements of Stop Hate UK (the charity) for the year ended 31 March 2024.

This report is made solely to the Charity's Trustees, as a body, in accordance with Section 145 of the Charities Act 2011. My independent examination work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my independent examination work, for this report, or for the opinions I have formed.

**Responsibilities and basis of report**

As the Trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

**Independent examiner's statement**

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

**STOP HATE UK  
(A COMPANY LIMITED BY GUARANTEE)  
INDEPENDENT EXAMINER'S REPORT (CONTINUED)  
TO THE TRUSTEES OF STOP HATE UK**

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**Emphasis of matter - Going concern**

I have considered the adequacy of the disclosure made in note 1.2 of the financial statements in respect of the charitable company's ability to continue as a going concern. The charitable company generated a net deficit in the year of £21,729 and an overall unrestricted funds deficit of £29,597. Post year end helpline and other income has allowed the charitable company to continue to meet its obligations as they fall due. The financial statements do not include the adjustments that would result if the company was unable to continue as a going concern.

*Jessica Lawrence*

**Jessica Lawrence**  
Azets Audit Services Limited  
12 King Street  
Leeds  
LS1 2HL

Dated: 26/11/2024  
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**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**INCLUDING INCOME AND EXPENDITURE ACCOUNT**  
**FOR THE YEAR ENDED 31 MARCH 2024**

		Unrestricted funds	Restricted funds	Total Unrestricted funds	Restricted funds	Total
	Notes	2024 £	2024 £	2024 £	2023 £	2023 £
<b>Income from:</b>						
Donations and memberships	3	177,506	-	177,506	144,460	144,460
Charitable activities	4	141,722	175,271	316,993	181,906	377,360
Other trading activities	5	53,044	-	53,044	44,168	44,168
<b>Total income</b>		<b>372,272</b>	<b>175,271</b>	<b>547,543</b>	<b>370,534</b>	<b>565,988</b>
<b>Expenditure on:</b>						
Raising funds		1,470	-	1,470	1,874	1,874
Charitable activities	6	392,530	175,271	567,801	511,757	753,218
<b>Total expenditure</b>		<b>394,000</b>	<b>175,271</b>	<b>569,271</b>	<b>513,631</b>	<b>755,092</b>
<b>Net expenditure for the year/</b>		<b>(21,728)</b>	<b>-</b>	<b>(21,728)</b>	<b>(143,097)</b>	<b>(189,104)</b>
<b>Other recognised gains</b>						
Actuarial (loss)/gain on defined benefit pension schemes	17	(1)	-	(1)	46	46
<b>Net movement in funds</b>		<b>(21,729)</b>	<b>-</b>	<b>(21,729)</b>	<b>(143,051)</b>	<b>(189,058)</b>
Fund balances at 1 April 2023		(14,900)	7,032	(7,868)	128,151	181,190
<b>Fund balances at 31 March 2024</b>		<b>(36,629)</b>	<b>7,032</b>	<b>(29,597)</b>	<b>(14,900)</b>	<b>(7,868)</b>

The statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 12 - 25 form part of these financial statements.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**BALANCE SHEET**  
**AS AT 31 MARCH 2024**

	Notes	2024 £	£	2023 £	£
<b>Current assets</b>					
Stocks	12	19,388		19,500	
Debtors	13	48,494		53,703	
Cash at bank and in hand		4,144		32,974	
		<u>72,026</u>		<u>106,177</u>	
<b>Creditors: amounts falling due within one year</b>	15	(101,623)		(113,311)	
Net current liabilities			(29,597)		(7,134)
<b>Creditors: amounts falling due after more than one year</b>	16		-		(734)
<b>Net liabilities</b>			<u>(29,597)</u>		<u>(7,868)</u>
<b>Income funds</b>					
Restricted funds	19		7,032		7,032
<u>Unrestricted funds</u>					
General unrestricted funds		(35,829)		(13,188)	
Pension reserve	18	(800)		(1,712)	
		<u>(36,629)</u>		<u>(14,900)</u>	
			<u>(29,597)</u>		<u>(7,868)</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2024. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these financial statements under the requirements of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 25/11/2024

*Mike Theaker*

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M Theaker  
**Trustee**

**Company registration number 03293987**

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 MARCH 2024**

	Notes	2024 £	£	2023 £	£
<b>Cash flows from operating activities</b>					
Cash used in operations	23		(78,227)		(162,788)
Cash and cash equivalents at beginning of year			32,974		195,762
<b>Cash and cash equivalents at end of year</b>			<u>(45,253)</u>		<u>32,974</u>
<b>Relating to:</b>					
Cash at bank and in hand			4,144		32,974
Bank overdrafts included in creditors payable within one year			<u>(49,397)</u>		<u>-</u>

# **STOP HATE UK**

## **(A COMPANY LIMITED BY GUARANTEE)**

### **NOTES TO THE FINANCIAL STATEMENTS**

#### **FOR THE YEAR ENDED 31 MARCH 2024**

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#### **1 Accounting policies**

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

##### **Charity information**

Stop Hate UK is a charitable company and is a private company limited by guarantee incorporated in England and Wales. The registered office is 22-24 Harborough Road, Northampton, NN2 7AZ. The organisation's charity number is 1062692 and its company number is 03293987.

The company is limited by guarantee and does not have a share capital. Every member of the company undertakes to contribute such amount as may be required (not exceeding £1) to the company's assets if it should be wound up while they are a member, or within one year after they cease to be a member, for payment of the Company's debts and liabilities contracted before they cease to be a member, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributories amongst themselves.

##### **1.1 Accounting convention**

The financial statements have been prepared in accordance with the Companies Act 2006 and "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)" (as effective from 1 January 2019).

The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £1.

The financial statements have been prepared under the historical cost convention, modified to include certain financial instruments at fair value. The principal accounting policies adopted are set out below.

##### **1.2 Going concern**

At the balance sheet date there is a net current liability position of £29,597. The Trustees have reviewed the current financial position and the prospects of the charity. Post year end income from helpline and other income received is sufficient to cover liabilities as they fall due and therefore they have, at the time of approving the financial statements, a reasonable expectation that the charity will continue to exist for the foreseeable future. Interest and support in the charity and its work remains strong, donations and requests for training support continue to be received. The charity is working towards increased uptake of its street harassment app. The closure of the Leeds and London offices will bring cost savings and other potential cuts to office costs are being considered. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

##### **1.3 Charitable funds**

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

##### **1.4 Income**

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

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**1 Accounting policies** **(Continued)**

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid is recognised at the time of the donation.

Grants, including Government Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

**1.5 Expenditure**

Expenditure is recognised in the period in which it is incurred, and includes attributable VAT which cannot be recovered:

- Charitable expenditure comprises those costs incurred by the charity in the deliverance of its activities and services for its beneficiaries. It includes both costs that can be directly allocated to such activities and those costs of an indirect nature necessary to support them.
- Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the Charity's activities.

**1.6 Tangible fixed assets**

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	25% straight line
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

Fixed assets costing more than £1,000 are capitalised.

**1.7 Stocks**

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell.

**1.8 Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts.

**1.9 Financial instruments**

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

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**1 Accounting policies**

**(Continued)**

***Basic financial assets***

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

***Impairment of financial assets***

Financial assets, other than those held at fair value through income and expenditure, are assessed for indicators of impairment at each reporting date. Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected.

If an asset is impaired, the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in net income/(expenditure) for the year.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been, had the impairment not previously been recognised. The impairment reversal is recognised in net income/(expenditure) for the year.

***Derecognition of financial assets***

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

***Basic financial liabilities***

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

***Derecognition of financial liabilities***

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

**1.10 Taxation**

Stop Hate UK is a registered charity and as such is a charity within the meaning of schedule 6 of the Finance Act 2010. Accordingly, the Charity is potentially entitled to tax exemption under part 11 of the Corporation Tax Act 2010 or section 256 of the Taxation of Chargeable Gains Act 1992 in respect of income and gains arising.

**1.11 Employee benefits**

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

**1 Accounting policies** **(Continued)**

**1.12 Pensions**

The company contributes to the Pensions Trust's Growth Plan. The Plan is a multi employer pension plan. It is not possible in the normal course of events to identify on a reasonable and consistent basis the share of underlying assets and liabilities belonging to the charity. In accordance with Charities SORP (FRS 102) the charity recognises the liability to make payments to fund the deficit relating to past service where it has entered into an agreement to make those payments.

**1.13 Leases**

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

**2 Critical accounting estimates and judgements**

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated 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 an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

**Key sources of estimation uncertainty**

The estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities are as follows.

**Defined Benefit Pension**

The liability in respect of The Pension Trust Growth Plan Scheme is calculated by the Scheme Actuary in conjunction with the results of the tri-annual review of the Scheme as certified by the Scheme Actuary. The present value of future liabilities relating to the pension scheme is materially sensitive to changes in the underlying actuarial assumptions and estimates, particularly the rate of discount applied by the Scheme Actuary, details of which are included in note 17.

**3 Donations and memberships**

	Unrestricted funds	Unrestricted funds
	2024	2023
	£	£
Donations and memberships	177,506	144,460

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

**4 Charitable activities**

	Unrestricted funds 2024 £	Restricted funds 2024 £	Year ended 31 March 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Year ended 31 March 2023 £
Grants	-	175,271	175,271	-	195,454	195,454
Contracts	141,722	-	141,722	181,906	-	181,906
	<u>141,722</u>	<u>175,271</u>	<u>316,993</u>	<u>181,906</u>	<u>195,454</u>	<u>377,360</u>

**5 Other trading activities**

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Trading income	38,192	39,251
Sale of promotional material	5,976	5,153
	<u>53,044</u>	<u>44,168</u>

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

**6 Charitable activities**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Staff costs	434,970	600,680
Temporary staff costs	7,640	1,117
Interest cost – on pension liability	65	51
Training and other staff costs	2,630	3,324
Insurance	4,052	3,752
Travel and transport	6,397	8,322
Rent, rates, heat and light	36,162	42,785
Sundry equipment	2,028	12,983
Postage	1,578	1,861
Printing and stationery	365	518
Telephone and internet	7,808	9,140
Translation, interpretation and other contracted services	44,084	46,275
Advertising, educational material and publicity	2,167	2,104
Subscriptions and Payroll administration	7,655	7,292
Pension deficit contribution	(978)	(978)
	<u>556,623</u>	<u>739,226</u>
Share of support costs (see note 7)	6,533	9,226
Share of governance costs (see note 7)	4,645	4,766
	<u>567,801</u>	<u>753,218</u>
<b>Analysis by fund</b>		
Unrestricted funds	392,530	511,757
Restricted funds	175,271	241,461
	<u>567,801</u>	<u>753,218</u>

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

7 Support costs	Support costs	Governance costs	2024	Support costs	Governance costs	2023
	£	£	£	£	£	£
Secretarial support	2,730	-	2,730	4,059	-	4,059
Finance support	3,440	-	3,440	4,822	-	4,822
Bank charges	363	-	363	345	-	345
Accountancy fees	-	4,645	4,645	-	4,745	4,745
Legal and professional	-	-	-	-	21	21
	<u>6,533</u>	<u>4,645</u>	<u>11,178</u>	<u>9,226</u>	<u>4,766</u>	<u>13,992</u>

Independent Examination fees in the year were £1,800 (2023- £1,650) and accountancy fees paid to the examiner were £1,420 (2023- £1,320).

**8 Trustees**

The Trustees received no remuneration from the charity during the year (2023: £nil). No travel expenses were incurred by trustees in the year (2023: £nil).

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

**9 Staff costs**

**Number of employees**

The average number of employees during the year was:

<b>2024</b>	<b>2023</b>
23	30
<u>23</u>	<u>30</u>

**Employment costs**

	<b>Notes</b>	<b>Year ended 2024 £</b>	<b>Year ended 2023 £</b>
Wages and salaries		393,121	532,926
Social security costs		24,751	44,014
Other pension costs		17,098	23,740
		<u>434,970</u>	<u>600,680</u>
Pension deficit contribution	<b>18</b>	(978)	(978)
		<u>433,992</u>	<u>599,702</u>

The Trustees consider its key management personnel comprised of the Chief Executive Officer, Director of Operations, Director of Support Services, Manager of Support Services, Manager of On-line Services and Helpline Contracts Manager. The total employment benefits including employer pension contributions and employer's National Insurance of the key management personnel were £220,360 (2023: £261,838).

The number of employees whose annual remuneration was £60,000 or more were:

	<b>2024 Number</b>	<b>2023 Number</b>
£60,000 - £70,000	1	1
	<u>1</u>	<u>1</u>

**10 Taxation**

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

<b>11 Tangible fixed assets</b>	<b>Fixtures and fittings</b>	
	<b>£</b>	
<b>Cost</b>		
At 1 April 2023		26,413
		<u>          </u>
At 31 March 2024		26,413
		<u>          </u>
<b>Depreciation and impairment</b>		
At 1 April 2023		26,413
		<u>          </u>
At 31 March 2024		26,413
		<u>          </u>
<b>Carrying amount</b>		
At 31 March 2024		-
		<u>          </u>
At 31 March 2023		-
		<u>          </u>
<b>12 Stocks</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Finished goods and goods for resale	19,388	19,500
	<u>          </u>	<u>          </u>
<b>13 Debtors</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>Amounts falling due within one year:</b>		
Trade debtors	48,494	51,930
Prepayments and accrued income	-	1,773
	<u>          </u>	<u>          </u>
	48,494	53,703
	<u>          </u>	<u>          </u>
<b>14 Loans and overdrafts</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Bank overdrafts	49,397	-
	<u>          </u>	<u>          </u>
Payable within one year	49,397	-
	<u>          </u>	<u>          </u>

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

**15 Creditors: amounts falling due within one year**

	<b>Notes</b>	<b>2024</b> £	<b>2023</b> £
Bank overdrafts	<b>14</b>	49,397	-
Deferred income	<b>17</b>	18,574	81,524
Short term retirement benefit obligations	<b>18</b>	800	978
Accruals		32,852	30,809
		<u>101,623</u>	<u>113,311</u>

**16 Creditors: amounts falling due after more than one year**

	<b>Note</b>	<b>2024</b> £	<b>2023</b> £
Long term retirement benefit obligations	<b>18</b>	-	734
		<u>-</u>	<u>734</u>

**17 Deferred income**

	<b>2024</b> £	<b>2023</b> £
Balance at 1 April 2023	81,524	55,330
Released to Statement of Financial Activities	(81,524)	(55,330)
Amount deferred in the year	18,574	81,524
	<u>18,574</u>	<u>81,524</u>
Balance at 31 March 2024	<u>18,574</u>	<u>81,524</u>

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

**18 Retirement benefit schemes**

**Defined contribution schemes**

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

**Defined benefit schemes**

The charity participates in The Pension Trust Growth Plan Scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK.

Where the Scheme is in deficit and where the charity has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

**Key Assumptions**

	<b>Year to 31 March 2024 %</b>	<b>Year to 31 March 2023 %</b>	<b>Year to 31 March 2022 %</b>
<b>Discount rate</b>	5.31	5.52	2.35
<b>Income and expenditure impact</b>		<b>2024 £</b>	<b>2023 £</b>
Interest expense		65	51
Re-measurements - impact of changes in actuarial assumptions		1	(46)
Total cost		<u>66</u>	<u>5</u>
Movements in the present value of defined benefit obligations:		<b>2024 £</b>	<b>2023 £</b>
Liabilities at 1 April 2023		1,712	2,685
Unwinding of the discount factor (interest expense)		65	51
Deficit contribution paid		(978)	(978)
Remeasurements - impact of any change in assumptions		1	(46)
At 31 March 2024		<u>800</u>	<u>1,712</u>

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

**19 Restricted funds**

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

Current period	Movement in funds			Balance at 31 March 2021
	Balance at 1 April 2023	Incoming resources	Resources expended	
	£	£	£	£
Safer Leeds	-	19,000	(19,000)	-
Sutton Training	-	20,000	(20,000)	-
DLUHC	-	129,239	(129,239)	-
WYMF	7,032	7,032	(7,032)	7,032
	<u>7,032</u>	<u>175,271</u>	<u>(175,271)</u>	<u>7,032</u>

Purpose of funds:

Safer Leeds - Towards promotion of community tolerance and respect.

Sutton Outreach - To deliver a more connected, sustainable, and resilient response to hate crime in Sutton by delivering a project that will increase awareness of Hate Crime, offer support to people experiencing or witnessing it and let residents know how to report it.

DLUHC - A project to create an independently branded, community trusted, accessible and well used UK-wide third-party hate crime and hate incident reporting service for BN(O) status holders and all ESEA communities.

WYMF - The project will raise awareness and understanding of hate crime, the harm and consequences to victims, perpetrators and wider community. We will work with schools to create a school environment in which all feel included, valued, safe and can thrive. Material will be age appropriate as we will work across varying age groups, and all monitored hate crime strands.

Prior period	Movement in funds			Balance at 31 March 2023
	Balance at 1 April 2022	Incoming resources	Resources expended	
	£	£	£	£
Safer Leeds	-	19,000	(19,000)	-
Sutton Outreach	-	32,500	(32,500)	-
DLUHC	53,039	135,954	(188,993)	-
WYMF	-	8,000	(968)	7,032
	<u>53,039</u>	<u>195,454</u>	<u>(241,461)</u>	<u>7,032</u>

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

**20 Analysis of net assets between funds**

	<b>Net current liabilities</b>	<b>Creditors over one year</b>	<b>Total</b>
<b>Current year</b>			
	<b>£</b>	<b>£</b>	<b>£</b>
Restricted funds	7,032	-	7,032
Unrestricted funds	(36,629)	-	(36,629)
	<u>(29,597)</u>	<u>-</u>	<u>(29,597)</u>
	<u><u>(29,597)</u></u>	<u><u>-</u></u>	<u><u>(29,597)</u></u>
<b>Prior year</b>			
	<b>£</b>	<b>£</b>	<b>£</b>
Restricted funds	7,032	-	7,032
Unrestricted funds	(14,166)	(734)	(14,900)
	<u>(7,134)</u>	<u>(734)</u>	<u>(7,868)</u>
	<u><u>(7,134)</u></u>	<u><u>(734)</u></u>	<u><u>(7,868)</u></u>

**21 Operating lease commitments**

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Within one year	6,693	21,482
Between two and five years	-	6,693
	<u>6,693</u>	<u>28,175</u>
	<u><u>6,693</u></u>	<u><u>28,175</u></u>

**22 Related party transactions**

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

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

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<b>23 Cash generated from operations</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Deficit for the year	(21,728)	(189,104)
Adjustments:		
Defined benefit scheme adjustments	(913)	(927)
Decrease in stocks	112	500
Decrease in debtors	5,209	10,617
Increase/(decrease) in creditors	2,043	(10,068)
(Decrease)/increase in deferred income	(62,950)	26,194
	<u>          </u>	<u>          </u>
<b>Cash used in operations</b>	<b>(78,227)</b>	<b>(162,788)</b>
	<u>          </u>	<u>          </u>

**STOP HATE UK**

England & Wales - Charity number 1062692

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# Accounts

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**Charity Registration No. 1062692**

**Company Registration No. 03293987 (England and Wales)**

**Stop Hate UK**

**(A Company Limited By Guarantee)**

**Trustees' Report and Unaudited Financial Statements**

**For the Year Ended 31 March 2023**

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**LEGAL AND ADMINISTRATIVE INFORMATION**

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<b>Trustees</b>	G Lewis (Chair) L Brown Professor J Garland (Chair) U Ozturk E Shin Dr J Smith Dr M Yasin M Bousherian W McAdam B Culleton M P Ward S Chan	(resigned 2 December 2022) (resigned 23 November 2023)        (appointed 19 August 2022) (appointed 8 July 2022) (appointed 19 August 2022) (appointed 2 November 2023)
<b>Secretary</b>	R Simkins	
<b>Charity number</b>	1062692	
<b>Company number</b>	03293987	
<b>Registered office</b>	Unit E2a Joseph's Well Hanover Walk Leeds LS3 1AB	
<b>Independent examiner</b>	Jessica Lawrence Azets Audit Services Limited 12 King Street Leeds LS1 2HL	
<b>Bankers</b>	Unity Trust Bank plc 4 Brindleyplace Birmingham B1 2HB	
<b>Solicitors</b>	Wrigleys Solicitors LLP 19 Cookridge Street Leeds United Kingdom LS2 3AG	

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# STOP HATE UK (A COMPANY LIMITED BY GUARANTEE) CONTENTS

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**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)**  
***FOR THE YEAR ENDED 31 MARCH 2023***

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The Trustees who are also Directors of the charity for the purposes of the Companies Act 2006, submit their report and independently examined financial statements for the year ended 31 March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1.2 to the financial statements and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "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)" (as effective from 1 January 2019).

**Reference and Administrative Details**

The Legal and Administrative Information page forms part of this report.

**Objectives and activities**

**Our Vision**

A world which is free from hate, harassment and discrimination.

**Our Mission**

To combat prejudice and hate  
To support those affected  
To educate towards a hate-free society.

**Our Ambition**

As a means of realising this vision, we seek to work towards a society in which all people affected by hate, harassment and discrimination can challenge, report and change their experience, to support and empower people who are affected by Hate Crime, harassment and discrimination, to influence and guide organisations in their responses to Hate Crime, harassment and discrimination and to develop effective partnerships with other organisations which share our vision.

Stop Hate UK continue to help to tackle all forms of Hate Crime and discrimination by ensuring every person, regardless of identity, has someone to listen, believe, and advise them. Data gathered and received in the last financial year from our independent helpline services demonstrates an increase in Hate Crime reporting. 60% of calls provided listening support, information, and advice to victims both reporting incidents and enquiring about our services. This year, our average call duration time continues to be 22-minutes which is a true testament to our dedicated specialists on the Helpline team. Stop Hate UK continue to review and develop these services year on year to provide unrivalled support for those affected.

When reviewing the aims and objectives of the charity, and in planning future activities, the Trustees have complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Commission.

# **STOP HATE UK**

## **(A COMPANY LIMITED BY GUARANTEE)**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**

#### **FOR THE YEAR ENDED 31 MARCH 2023**

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#### **Achievements and performance**

##### **1.1 Our year**

Another year of rapid change and growth in new areas within the charity, has seen the team adapt and deliver a range of successful projects, events, and initiatives, all aimed at supporting our mission and vision. Hate Crime continues to harm our communities and the challenges to reduce harm continue. The cost-of-living crisis is impacting on many of our donors, and this is making it harder for us all to manage. We are eternally grateful to all our donors, past and present for their essential help in maintaining our services.

We have continued to work remotely but decided to maintain our offices to provide a hybrid offer to some of the team and to provide a base for volunteers. Sadly, from November 2023 we have moved out of the London office but will continue to review our future needs and hopefully find a suitable space again.

To improve our remote working we moved to using Teams in January 2023 and have not looked back as it has really enhanced our team spirit and efficiency. Our team works from bases from Portsmouth to Scotland, so we are reflecting our UK coverage albeit, as yet, without a presence in Wales and Northern Ireland.

While we are now delivering more in person events, Covid 19 has had a lasting impact on us all, as many of our partners still prefer online meetings and often online training delivery. This combination of in-person and online events enabled us to directly reach more than 10,000 people through our awareness raising and training initiatives and our unique 24-hour support helpline. The helpline offered direct support to more than 1,000 individuals, providing vital information and advice at a time when it is needed. This 'listening ear' and dedicated advice service helps reduce the harm caused by Hate Crime by listening, advising, and working with many partner agencies to find solutions for people.

Because we encourage all attendees at our training and awareness sessions to be Upstanders and share information about our 24-hour support services, we are certain that our training and public speaking engagements have an even wider reach. We conservatively estimate this additional impact to engage a minimum of 30,000 people.

We know that many instances of hate, harassment and discrimination still go unreported and that there is still much to be achieved. As our Director of Training, Kusminder Chahal continues to transform our training services and we are delivering training to a wide range of organisations and services. Kusminder has experience of designing and delivering training on hate crime, equality and diversity, and writing toolkits. Stop Hate UK regularly receives requests for training and consultancy services, and we aim to secure these opportunities, build positive relations, and seek out long-term training projects.

He is supported by an experienced team delivering training and support to organisations across the UK.

We were delighted to welcome John Au to the team. John brings a wealth of experience with him having held senior positions previously at Victim Support and the Anthony Walker Foundation. He has been able to draw on that experience to contribute to the Charity's training function, project bid applications, development, and delivery.

Sadly, Michael Hatfield, our Assistant Director of Helpline Contracts and Partnerships, left the Charity in September 2023 for a job at the Ministry of Justice. During his time with Stop Hate UK, Michael also had a key role within our work with the On Your Side Project.

Michelle Chandler, who had been providing temporary cover while Michael was seconded to a different position, has now been given the opportunity to become our permanent Support Services Manager. Michelle comes with extensive experience of safeguarding and working with young people and has strengthened our ability to respond effectively in this area, as well as introducing a more extensive internal training and support programme for our 24-hour support team. This experience has been a great asset for the launch of our new reporting service for schools. This service was launched in Leeds April 2023, and we hope can be introduced in other parts of the UK.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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As part of our commitment to good governance for the Charity, we continue to succession-plan for our Board and ensure that we have the skills and expertise required to manage the Charity effectively. Mindful that our Chair Graham Lewis would have to retire from the Board at our Annual General Meeting in line with our Charity's rules, we held early elections to ensure an effective handover of duties when Jon Garland took over as Chair. We also welcomed Bill McAdam onto the Board during the year and welcomed back a former Trustee, Migs Ward.

Bill is a former Police officer who was a Hate Crime lead for the Merseyside Force as well as being a subject matter expert around Equality Diversity and Inclusion. Following his retirement, he worked for the Office of Police and Crime Commissioner for Merseyside and was one of a small team of Community Engagement officers specialising in addressing the issue of under reporting of Hate Crime across the monitored strands.

Despite our efforts and expanding work the Charity ended the year with a deficit, but we continue to deliver this important work and build a sustainable future.

### **1.2 Reporting and Support Services**

Stop Hate UK continues to address all forms of Hate Crime and discrimination by ensuring every person, regardless of identity, has someone to listen, believe, and offer advice.

Data gathered and received from our independent Helpline services in the last reporting year, shows a 46% increase in Hate Crime reporting. Overall, contacts increased by 15%. This represents a return to pre covid levels.

A total of 65% of all our calls provided listening support, information and advice to victims reporting incidents and those enquiring about our services. This year, our average call duration was 22 minutes, which is a true testament to our dedicated specialists on the Helpline team. Stop Hate UK continues to annually review and develop these services to provide unrivalled support for those effected.

The highest forms of reported abuse were racism (45%), and disability (15%). This is broadly like the previous year. However, we have seen a 95% increase in reports of Sexual orientation (43 to 84), while Gender based Hate saw a 300% increase (18 to 76).

Online hate remains an increasing concern and a growing motivator for reports with 105 contacts relating to online hate occurring across the internet, social media, and networking sites.

While 43% of all contacts were made via telephone, significantly, 48% of these were outside of 'normal' working hours, demonstrating the vital need to maintain 24/7 access to our services. During the year we received a contact in every hour of the day.

Our provision of continuous support to those affected by Hate Crime and discrimination and our collaboration with external organisations resulted in 180 cases being reported to the police or local support agencies.

While Stop Hate UK continues to provide consistent services across locations in the UK, we particularly welcome the recent funding allowing us to add Cambridgeshire and Peterborough to our helpline areas.

We have continued to work, as a leading partner, within a consortium project that seeks to address the increase in East and Southeast Asian hate documented in the wake of the COVID-19 pandemic, through the creation of a bespoke 24/7 Helpline "On Your Side," which was launched on the 9th of August 2022 received continuation funding from the Department of Levelling Up, Housing and Communities. The service is accessible via phone, web chat and web form.

To enhance this provision, we also recruited new members to our Helpline team fluent in a range of ESEA (East and Southeast Asian) languages and who provide the 24 hour cover to provide support alongside our existing Helpline team. The helpline team now has 5 members who can speak one or more East Southeast Asian language.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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Following the development and delivery of a bespoke Street Harassment mobile phone App within the London Borough of Waltham Forest we have also launched a version in the London Borough of Newham. The App is designed to address some of the priorities for the Violence against Women and Girls agenda and at the same time acknowledges that Street based harassment, while most prevalent amongst women and girls, is not exclusively so. Members of other communities, such as the LGBTQ+ community and Disability are also vulnerable. The App reinforces our position that this type of targeted harassment should be recognised as motivated by hate and treated as such. This service has grown further in 2023 with a launch of the app in the City of Southampton in October 2023 and in November 2023 we began to develop the App for another London Borough. We were pleased to receive an award at the annual Helpline Partnerships Award in recognition of the unique and prescient nature of the App. The App won first place in the Innovation and Futureproofing category.

Due to a change in funding arrangements Kieran Reynolds' work in Sutton changed focus to delivering training to schools, police, and community groups. Kieran is a powerful addition to our team, and the extension of this funding has led to raised awareness and increased reporting of Hate Crime in the borough. Kieran is also our Disability Hate Crime lead and will be developing more resources to heighten awareness of Disability Hate Crime across the UK.

### **1.3 Partnerships and Collaborations**

During 2022- 2023 Stop Hate UK has continued its work to create long-term systemic change across a range of industries, supporting organisations; in Financial, Government and Public Services, Consumer Retail and Wholesale distribution, Technology, Media, and Telecommunications to fulfil their Corporate Social Responsibility (CSR) objectives and goals.

Stop Hate UK would like to thank all our Partners, who have helped us continue to deliver exceptional educational programmes and ensure we overcame any post-pandemic uncertainties. Throughout 2022 and 2023, the unwavering support of our charity partners has been invaluable, and their wealth of knowledge and expertise will help guide our ambitious strategy for the future.

#### **Financial Services**

Stop Hate UK were delighted to receive a £30,000 donation from Close Brothers, merchant banking group and we are grateful for their strategic and generous support in advancing our mission and expansion. We look forward to further strengthening our partnership through internal fundraising among their graduate teams and exploring volunteering opportunities across the business.

Through their commitment to giving back to communities and standing against hate, Insurance company Covea, chose to support Stop Hate UK as their Charity of the Year partner for 2023 – sharing our vision of creating a fairer society in which everyone should be safe from identity-based hate and harassment. The charity has continued working with Covea to support their Equality, Diversity and Inclusion Strategy and deliver speaker events to their staff.

An increasingly significant and crucial part of Stop Hate UK's work is education and ensuring hearts and minds are engaged through hate crime awareness. For two years, Raymond James Investment Services, has funded our educational training in schools, and we are pleased to have been given another donation to continue this work in 2023. This partnership allows us to fulfil our shared mission of spreading knowledge of the causes and consequences of hateful behaviour, and how to respond it among young people and adults. We are looking forward to continuing this work in four schools across Liverpool.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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**Technology, Media and Telecommunications**

Our special thanks go to Eulogy for their outstanding contribution to our marketing and promotional resources. Eulogy chose to support Stop Hate UK throughout 2023. In addition to raising over £5,000 via several agency initiatives, (including walking across every major London Bridge over five hours, to office bake-offs), employees from across the organisation have helped by providing pro-bono support – ranging from redesigning several pieces of marketing collateral, including internal and external posters, as well as providing a communications audit on our brand, helping to evolve and improve communications. We look forward to publicising new material encouraging reporting of street harassment and gender-based hate.

It is only with invaluable support from our partners that we can do truly exceptional things for the communities we serve. Stop Hate UK is therefore incredibly grateful to have received an exceptional donation from Sky Media to help support our post-Covid survival. As a result of the generosity of Sky, we were able to extend our Helpline service to the area of Hounslow, so that communities based in this area of the UK can access our 24-hour support services.

Stop Hate UK were also pleased to partner with the LADBible group, including Sports Bible and UniLAD to increase brand awareness and donations via their audiences. Several powerful new collaborations were delivered, including activities around Black History Month and the World Cup Qatar 2022. We are looking forward to building a long, term strategic partnership with LADBible, to deliver valuable content for social good.

**Consumer Retail and Wholesale distribution**

Throughout 2022-2023, British multinational groceries and general merchandise retailer, Tesco supported Stop Hate UK through the sale of the 'Two Halves One Heart' Reusable Bag campaign, which raised £10,000 for Stop Hate UK.

**1.4 Education and Training**

During this reporting period, we have made many developments within our training programmes that meet the specific requirements of those requesting our services. We have seen a shift back to in-person delivery post-Covid with our training team travelling far and wide to meet the demands from local authorities, schools and universities, housing providers, corporate businesses, criminal justice partners, and many more organisations and community groups.

Training requests have been received from a range of different sectors often with the comment that they have been on to Stop Hate UK's website and have liked the variety of training content provided. After a request is received an initial conversation (via email and on teams) is arranged from which a proposal is written and follow up to this are made. Stop Hate UK's training reach in the past 12 months has included working with investment and banking clients, social housing providers, local authorities, universities, and NHS providers. Training and consultancy have been provided drawing on a depth of knowledge, skills and experience across equality, diversity, and inclusion, hate crime, upstanders and allyship.

There has been a noticeable demand for staff training from schools as they seek to respond more effectively to the experiences and concerns of young people, who themselves continue to benefit from our hate crime awareness presentations and workshops.

The effort and commitment from everyone within the Charity to fulfil training requests is never more apparent than in certain parts of the year, most notably, National Hate Crime Awareness Week (NHCAW). This year, during NHCAW, the team attended, delivered, and engaged with over 2,500 people at over 30 events.

Our goal is to offer our education and training packages to as many as possible, so work has been undertaken to produce training brochures for schools and further universities on a full range of topics focusing on hate crime awareness, being an Upstander, developing understanding of harms of online hate, and much more. In 2023/24 we received a grant from London Borough of Merton to deliver to schools in the Borough.

# **STOP HATE UK**

## **(A COMPANY LIMITED BY GUARANTEE)**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**

#### **FOR THE YEAR ENDED 31 MARCH 2023**

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#### **1.5 Helpline Contracts & Partnerships**

We currently operate the 24 Hate Crime Helpline in 30 areas across England, ensuring our hate crime helpline and services are available to around 17.4 million people every day, 24-hours a day.

This roughly equates to 27% of UK population. Our mission is to expand this provision so that the service covers all the UK.

#### **1.6 Developments**

We have successfully launched the Helpline in Newham and Bexley, London, along with the Street Harassment in Waltham Forest, Newham, and Southampton. We are in regular communication with commissioners to determine both levels of usage and any shortfalls. We have increased engagement across our areas, reaching out to organisations to raise awareness of the Helpline, sharing publicity materials and training offers, with a positive uptake of training for 2022/3. Several Boroughs in London have expressed a special interest in the Disability Hate Crime training. We also ran an anti-hate crime poster competition judged by the local Mayor, for schools in Merton.

At the end of this financial year, we started to work on our new Ambassador and Champion programmes in Buckinghamshire and London Borough of Sutton to recruit, train, and support local community Hate Crime Ambassadors/ Champions. We now have 3 ambassadors operating within Buckinghamshire who have successfully completed the induction and training programme with many more individuals currently working through the programme in both areas.

We are looking to expand this programme to other areas of the country, recognising the value of local individuals who have a genuine interest and commitment to do more in their own communities to assist those who are experiencing and/ or witnessing hate crimes and incidents.

Our contract with Leeds is a long-standing one and this year we have been working closely with local partners to migrate their current schools reporting exclusively to Stop Hate UK and develop new third-party sign posting centres.

During the Football World Cup 2022 we developed a partnership with Uber, focusing on providing support for Uber drivers across the city. Stop Hate UK has engaged with schools, corporates, charities, and infrastructure organisations across the London Borough of Sutton providing training, advice and education to young people and teachers on hate crime.

Our delivery of high impact programmes has enhanced support systems across sectors through bespoke training, consultancy, workshops, education, and outreach work with Traveller communities to create sustainable cultural change.

Our work in London Borough of Sutton continues and we engage with agencies, schools, and companies to raise awareness of the harm of Hate Crime and how we can all work together to reduce it. We have also re-launched the Hate Crime Champions programmes in Sutton and will be recruiting community supporters to increase awareness of the helpline and how to report hate crime. We are working closely with the Council, Business Development Team, and Councillors to combat a recent spike in homophobic crime on Sutton High Street. Our involvement includes advice, outreach support and development of supporting materials.

The Helpline Contracts Team and the Communication team collaborated to disseminate an anti-hate crime video to universities across all Helpline areas in time for Freshers Week 2022, focusing upon hate crime and how to report. We received positive feedback from several universities. This will serve as a platform for us to create more content of this nature to raise visibility and encourage reporting.

This work has been further enhanced with the launch of a new video in September 2023 for all our helpline areas showing them how the helpline works to support local people and enhancing their local strategies.

We launched our 24-hour helpline in Cambridgeshire November 2022 and in Buckinghamshire April 2023.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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**1.7 Plans for future periods**

Stop Hate UK will continue to tackle all forms of Hate Crime and discrimination at every level to ensure society is free from hate, harassment and discrimination, and people are valued for their unique Identity.

In 2023/24, Stop Hate UK will be strengthening its services by:

- Increasing the take up of our Award-winning Street Harassment App.
- Expanding training and consultancy services in the areas Equality, Diversity and Inclusion related services offered to companies and organisations.
- Developing more anti-hate workshops with universities, schools, and colleges.
- Expanding our Helpline provision through attracting new areas/organisations to fund the service and to also increase the number of Hate Crime Reporting Apps.
- Continue to support and nurture effective relationships with academic institutions both to assist in research and explore technological solutions to the identification, removal, and alternative responses to occurrences of harmful material appearing online.
- Offering our schools reporting service to more Local Authorities.
- Increasing the number of Hate Crime Ambassadors/Champions thus providing more local initiatives to increase information about reporting and support services for people affected by Hate Crime.
- Being more active across media platforms with the support of our new Media Content volunteers from Leeds Universities.

Stop Hate UK knows that whatever we do we still face challenging times. Wars and conflicts across the world affect daily lives in the UK and our work continues to be needed.

As Stop Hate UK moves into 2024, our hope is that we can sustain the financial security needed to drive and accelerate the impact that charities like ours can bring about. Working with our partners, we know we can continue to bring about much needed change across Helpline areas and within education, so that everyone can live in a world where their lives are valued, their aspirations encouraged, and they are perceived and treated as equals.

There is a great deal of unease in the country and unfortunately, this sometimes manifests itself in hateful and discriminatory behaviour. With the support of our amazing team and our supporters we will continue to work against this to deliver our vision.

Stop Hate UK would like to thank our ambassadors, The Rev'd Canon Dr Mark Oakley, and Gary Powell who have been supportive of various fundraising and promotional opportunities across the charity in the past year, giving talks across the community and schools to spread the word and inspire people to change lives.

We are especially grateful to Gary Powell, who this year supported us in May 2022 by accepting a donation from Students at Ramsgate's Chatham & Clarendon Grammar School in Kent. The school raised an amazing £1,004 for the charity. Gary presented a PowerPoint informing students about our work during their morning assembly.

In addition to this, The Rev'd Canon Dr Mark Oakley, has supported the charity in a recent interview with Be the Bees, a company who chose to raise funds and awareness across their platforms. Mark discussed LGBTQI+ hate, anti-racism and why education is important for changing hearts and minds.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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### **Fundraising**

We strive to achieve the highest fundraising standards and we value our wonderful supporters. We expect our fundraising team to act honestly and with integrity at all times and ensure we remain compliant with all the laws and guidelines that govern us.

We want to inspire trust in our supporters and ensure that all supporters have an excellent experience when donating to Stop Hate UK.

We are staying up to date with developments in charity regulation, data protection and the Fundraising Preference Service (FPS) to make sure we are legally compliant and adhering to all guidelines. Our fundraisers also follow the Institute of Fundraising's Code of Practice and we are registered with the Fundraising Regulator.

### **Financial review**

The Statement of Financial Activities shows net expenditure for the year before actuarial gains of (£189,104) (2022: net income £72,577) and we had funds deficit at 31 March 2023 of (£7,868) (2022: surplus of £181,190), of which (£14,900) (2022: £128,151) were unrestricted.

The Trustees have established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') should be sufficient to sustain the organisation in the event of a closure. The free reserves at 31 March 2023 after taking into account long term liabilities are in deficit at £14,166 and it is conservatively estimated that closure costs would be in the region of £84,183. The Trustees intend to review the reserves policy each year.

The Trustees and Chief Executive are monitoring the performance of the charity very closely and are confident that despite the deficit made in the year the organisation is able to grow and attract future funding and therefore consider it appropriate to prepare the Financial Statements on a going concern basis.

### **Risks**

Stop Hate UK recognise that the long-term impacts of the Covid pandemic crisis – on individuals, networks, partner organisations and financial resources are still unknown and along with the ongoing impact of cumulative cuts to public and private income sources, and increased uncertainties about the future of local authority presents risks.

In terms of responding to these risks the Charity has established 3 new sub groups so that we can more closely scrutinise opportunity and risk and as part of this and ongoing development of the work of the Charity we are identifying alternative sources of income and have invested in fundraising from donations as well as developing new initiatives and partnerships. In terms of the Covid crisis our delivery practices are totally compatible with home working and this is leading to an increase in interest in our work with low risk to the employee team as we are practicing lone working from home. This development has increased our ability to deliver training and other packages to a wider geographical and sector audience.

### **Structure, governance and management**

Stop Hate UK is a registered charity, constituted as a company limited by guarantee and is therefore governed by a memorandum and articles of association. The Project was established in 1995 with staff seconded from Leeds City Council and became independent of the Council in April 2000. On 6 June 2007 it changed its name from The Leeds Racial Harassment Project to Stop Hate UK and the objects clause was amended to allow activities outside Leeds.

The Trustees who served during the year under review and to date are set out on the Legal and Administrative Information page. All are eligible for re-election.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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We continue to attract new Members and Trustees. We are keen to include new Trustees that bring diversity both in terms of their characteristics but also their experience and interests.

A full-time salaried Chief Executive and a Board of Trustees manage the charitable company. The Board of Trustees meets regularly to manage its affairs. All Trustees give their time voluntarily. Any expenses reclaimed by Trustees from the charity are set out in note 8 of the Financial Statements.

The Trustees consider the Chief Executive Officer, Director of Operations, Director of Support Services, Manager of Support Services and Manager of On-line Services, as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day to day basis.

The pay of the charity's key management personnel is reviewed annually and normally increased in accordance with average earnings. The remuneration is also bench-marked with organisations of a similar size and activity to ensure that the remuneration set is fair and not out of line with that generally paid for similar roles.

The Trustees regularly conduct their own review of the major risks to which the charity is exposed and systems have been established to mitigate those risks.

**Statement of Trustees' responsibilities**

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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustees are required to:

- observe the methods and principles in the Charities SORP;
- 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity 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 charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Small Company Rules**

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

The Trustees' report was approved by the Board of Trustees.

*Jon Garland*  
.....

**J Garland**

Trustee

Dated: .....08/12/2023

**STOP HATE UK  
(A COMPANY LIMITED BY GUARANTEE)  
INDEPENDENT EXAMINER'S REPORT  
TO THE TRUSTEES OF STOP HATE UK**

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I report to the Trustees on my examination of the financial statements of Stop Hate UK (the charity) for the year ended 31 March 2023.

This report is made solely to the Charity's Trustees, as a body, in accordance with Section 145 of the Charities Act 2011. My independent examination work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my independent examination work, for this report, or for the opinions I have formed.

**Responsibilities and basis of report**

As the Trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

**Independent examiner's statement**

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

**Emphasis of matter - Going concern**

I have considered the adequacy of the disclosure made in note 1.2 of the financial statements in respect of the charitable company's ability to continue as a going concern. The charitable company generated a net deficit in the year of £189,058 and an overall unrestricted funds deficit of £7,868. Post year end helpline and other income has allowed the charitable company to continue to meet its obligations as they fall due. The financial statements do not include the adjustments that would result if the company was unable to continue as a going concern.

*Jessica Lawrence*

**Jessica Lawrence**  
Azets Audit Services Limited  
12 King Street  
Leeds  
LS1 2HL

Dated: .....11/12/2023.....

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**INCLUDING INCOME AND EXPENDITURE ACCOUNT**  
**FOR THE YEAR ENDED 31 MARCH 2023**

		Unrestricted funds	Restricted funds	Total Unrestricted funds	Restricted funds	Total
	Notes	2023 £	2023 £	2023 £	2022 £	2022 £
<b>Income from:</b>						
Donations and memberships	3	144,460	-	144,460	299,571	299,571
Charitable activities	4	181,906	195,454	377,360	197,671	323,010
Other trading activities	5	44,168	-	44,168	44,404	50,504
<b>Total income</b>		<b>370,534</b>	<b>195,454</b>	<b>565,988</b>	<b>541,646</b>	<b>673,085</b>
<b>Expenditure on:</b>						
Raising funds		1,874	-	1,874	4,394	4,394
Charitable activities	6	511,757	241,461	753,218	512,283	596,114
<b>Total expenditure</b>		<b>513,631</b>	<b>241,461</b>	<b>755,092</b>	<b>516,677</b>	<b>600,508</b>
<b>Net (expenditure)/income for the year/</b>		<b>(143,097)</b>	<b>(46,007)</b>	<b>(189,104)</b>	<b>24,969</b>	<b>47,608</b>
<b>Other recognised gains</b>						
Actuarial gain on defined benefit pension schemes	17	46	-	46	3,914	3,914
<b>Net movement in funds</b>		<b>(143,051)</b>	<b>(46,007)</b>	<b>(189,058)</b>	<b>28,883</b>	<b>47,608</b>
Fund balances at 1 April 2022		128,151	53,039	181,190	99,268	104,699
<b>Fund balances at 31 March 2023</b>		<b>(14,900)</b>	<b>7,032</b>	<b>(7,868)</b>	<b>128,151</b>	<b>181,190</b>

The statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 14 - 27 form part of these financial statements.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.



**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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	Notes	2023 £	£	2022 £	£
<b>Cash flows from operating activities</b>					
Cash (used in)/generated by operations	22	(162,788)		45,337	
Cash and cash equivalents at beginning of year		195,762		150,425	
<b>Cash and cash equivalents at end of year</b>		<u>32,974</u>		<u>195,762</u>	

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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**1 Accounting policies**

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

**Charity information**

Stop Hate UK is a charitable company and is a private company limited by guarantee incorporated in England and Wales. The registered office is Unit E2a, Joseph's Well, Hanover Walk, Leeds, LS3 1AB. The organisation's charity number is 1062692 and its company number is 03293987.

The company is limited by guarantee and does not have a share capital. Every member of the company undertakes to contribute such amount as may be required (not exceeding £1) to the company's assets if it should be wound up while they are a member, or within one year after they cease to be a member, for payment of the Company's debts and liabilities contracted before they cease to be a member, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributories amongst themselves.

**1.1 Accounting convention**

The financial statements have been prepared in accordance with the Companies Act 2006 and "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)" (as effective from 1 January 2019).

The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £1.

The financial statements have been prepared under the historical cost convention, modified to include certain financial instruments at fair value. The principal accounting policies adopted are set out below.

**1.2 Going concern**

At the balance sheet date there is a net current liability position of £7,868. The Trustees have reviewed the current financial position and the prospects of the charity. Post year end income from helpline and other income received is sufficient to cover liabilities as they fall due and therefore they have, at the time of approving the financial statements, a reasonable expectation that the charity will continue to exist for the foreseeable future. Interest and support in the charity and its work remains strong, donations and requests for training support continue to be received. The charity is working towards increased uptake of its street harassment app. The closure of the London office will bring cost savings and other potential cuts to office costs are being considered. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

**1.3 Charitable funds**

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

**1.4 Income**

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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**1 Accounting policies**

**(Continued)**

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid is recognised at the time of the donation.

Grants, including Government Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

**1.5 Expenditure**

Expenditure is recognised in the period in which it is incurred, and includes attributable VAT which cannot be recovered:

- Charitable expenditure comprises those costs incurred by the charity in the deliverance of its activities and services for its beneficiaries. It includes both costs that can be directly allocated to such activities and those costs of an indirect nature necessary to support them.
- Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the Charity's activities.

**1.6 Tangible fixed assets**

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	25% straight line
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

Fixed assets costing more than £1,000 are capitalised.

**1.7 Stocks**

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell.

**1.8 Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts.

**1.9 Financial instruments**

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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**1 Accounting policies**

**(Continued)**

***Basic financial assets***

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

***Impairment of financial assets***

Financial assets, other than those held at fair value through income and expenditure, are assessed for indicators of impairment at each reporting date. Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected.

If an asset is impaired, the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in net income/(expenditure) for the year.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been, had the impairment not previously been recognised. The impairment reversal is recognised in net income/(expenditure) for the year.

***Derecognition of financial assets***

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

***Basic financial liabilities***

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

***Derecognition of financial liabilities***

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

**1.10 Taxation**

Stop Hate UK is a registered charity and as such is a charity within the meaning of schedule 6 of the Finance Act 2010. Accordingly, the Charity is potentially entitled to tax exemption under part 11 of the Corporation Tax Act 2010 or section 256 of the Taxation of Chargeable Gains Act 1992 in respect of income and gains arising.

**1.11 Employee benefits**

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**1 Accounting policies** **(Continued)**

**1.12 Pensions**

The company contributes to the Pensions Trust's Growth Plan. The Plan is a multi employer pension plan. It is not possible in the normal course of events to identify on a reasonable and consistent basis the share of underlying assets and liabilities belonging to the charity. In accordance with Charities SORP (FRS 102) the charity recognises the liability to make payments to fund the deficit relating to past service where it has entered into an agreement to make those payments.

**1.13 Leases**

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

**2 Critical accounting estimates and judgements**

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated 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 an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

**Key sources of estimation uncertainty**

The estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities are as follows.

**Defined Benefit Pension**

The liability in respect of The Pension Trust Growth Plan Scheme is calculated by the Scheme Actuary in conjunction with the results of the tri-annual review of the Scheme as certified by the Scheme Actuary. The present value of future liabilities relating to the pension scheme is materially sensitive to changes in the underlying actuarial assumptions and estimates, particularly the rate of discount applied by the Scheme Actuary, details of which are included in note 17.

**3 Donations and memberships**

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
Donations and memberships	144,460	299,571

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**4 Charitable activities**

	Unrestricted funds 2023 £	Restricted funds 2023 £	Year ended 31 March 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Year ended 31 March 2022 £
Grants	-	195,454	195,454	-	125,339	125,339
Contracts	181,906	-	181,906	197,671	-	197,671
	<u>181,906</u>	<u>195,454</u>	<u>377,360</u>	<u>197,671</u>	<u>125,339</u>	<u>323,010</u>

**5 Other trading activities**

	Unrestricted funds 2023 £	Restricted funds 2023 £	Year ended 31 March 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Year ended 31 March 2022 £
Trading income	38,192	-	38,192	39,251	6,100	45,351
Sale of promotional material	5,976	-	5,976	5,153	-	5,153
	<u>44,168</u>	<u>-</u>	<u>44,168</u>	<u>44,404</u>	<u>6,100</u>	<u>50,504</u>

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**6 Charitable activities**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Staff costs	600,680	456,284
Temporary staff costs	1,117	13,070
Interest cost – on pension liability	51	51
Training and other staff costs	3,324	3,662
Insurance	3,752	3,529
Travel and transport	8,322	3,322
Rent, rates, heat and light	42,785	40,907
Sundry equipment	12,983	6,211
Postage	1,861	2,273
Printing and stationery	518	754
Telephone and internet	9,140	8,482
Translation, interpretation and other contracted services	46,275	33,400
Advertising, educational material and publicity	2,104	4,355
Subscriptions and Payroll administration	7,292	8,775
Pension deficit contribution	(978)	(2,218)
	<u>739,226</u>	<u>582,857</u>
Share of support costs (see note 7)	9,226	10,004
Share of governance costs (see note 7)	4,766	3,253
	<u>753,218</u>	<u>596,114</u>
<b>Analysis by fund</b>		
Unrestricted funds	511,757	512,283
Restricted funds	241,461	83,831
	<u>753,218</u>	<u>596,114</u>

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**7 Support costs**

	<b>Support costs</b>	<b>Governance costs</b>	<b>2023</b>	<b>Support costs</b>	<b>Governance costs</b>	<b>2022</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Secretarial support	4,059	-	4,059	5,630	-	5,630
Finance support	4,822	-	4,822	4,001	-	4,001
Bank charges	345	-	345	373	-	373
Accountancy fees	-	4,745	4,745	-	2,235	2,235
Legal and professional	-	21	21	-	1,018	1,018
	<u>9,226</u>	<u>4,766</u>	<u>13,992</u>	<u>10,004</u>	<u>3,253</u>	<u>13,257</u>

Independent Examination fees in the year were £1,650 (2022- £1,300) and accountancy fees paid to the examiner were £1,320 (2022- £1,400).

**8 Trustees**

The Trustees received no remuneration from the charity during the year (2022: £nil). No travel expenses were incurred by trustees in the year (2022: £nil).

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**9 Staff costs**

**Number of employees**

The average number of employees during the year was:

<b>2023</b>	<b>2022</b>
30	26
<u>30</u>	<u>26</u>

**Employment costs**

	<b>Notes</b>	<b>Year ended 2023 £</b>	<b>Year ended 2022 £</b>
Wages and salaries		532,926	403,985
Social security costs		44,014	31,792
Other pension costs		23,740	20,507
		<u>600,680</u>	<u>456,284</u>
Pension deficit contribution	<b>17</b>	(978)	(2,218)
		<u>599,702</u>	<u>454,066</u>

The Trustees consider its key management personnel comprised of the Chief Executive Officer, Director of Operations, Director of Support Services, Manager of Support Services and Manager of On-line Services. The total employment benefits including employer pension contributions and employer's National Insurance of the key management personnel were £261,838 (2022: £269,359).

The number of employees whose annual remuneration was £60,000 or more were:

	<b>2023 Number</b>	<b>2022 Number</b>
£60,000 - £70,000	1	-
	<u>1</u>	<u>-</u>

**10 Taxation**

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**11 Tangible fixed assets**

	<b>Fixtures and fittings</b>
	<b>£</b>
<b>Cost</b>	
At 1 April 2022	26,413
At 31 March 2023	<u>26,413</u>
<b>Depreciation and impairment</b>	
At 1 April 2022	26,413
At 31 March 2023	<u>26,413</u>
<b>Carrying amount</b>	
At 31 March 2023	<u><u>-</u></u>
At 31 March 2022	<u><u>-</u></u>

**12 Stocks**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Finished goods and goods for resale	19,500	20,000
	<u>19,500</u>	<u>20,000</u>

**13 Debtors**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>Amounts falling due within one year:</b>		
Trade debtors	51,930	52,685
Prepayments and accrued income	1,773	11,635
	<u>53,703</u>	<u>64,320</u>

**14 Creditors: amounts falling due within one year**

	<b>Notes</b>	<b>2023</b>	<b>2022</b>
		<b>£</b>	<b>£</b>
Deferred income	<b>16</b>	81,524	55,330
Short term retirement benefit obligations	<b>17</b>	978	978
Accruals		30,809	40,877
		<u>113,311</u>	<u>97,185</u>

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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**15 Creditors: amounts falling due after more than one year**

	Note	2023 £	2022 £
Long term retirement benefit obligations	17	734	1,707
		<u>734</u>	<u>1,707</u>

**16 Deferred income**

	2023 £	2022 £
Balance at 1 April 2022	55,330	50,280
Released to Statement of Financial Activities	(55,330)	(50,280)
Amount deferred in the year	81,524	55,330
	<u>81,524</u>	<u>55,330</u>
Balance at 31 March 2023	<u>81,524</u>	<u>55,330</u>

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**17 Retirement benefit schemes**

**Defined contribution schemes**

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

**Defined benefit schemes**

The charity participates in The Pension Trust Growth Plan Scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK.

Where the Scheme is in deficit and where the charity has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

**Key Assumptions**

	<b>Year to 31 March 2023 %</b>	<b>Year to 31 March 2022 %</b>	<b>Year to 31 March 2021 %</b>
<b>Discount rate</b>	5.52	2.35	0.66
<b>Income and expenditure impact</b>		<b>2023 £</b>	<b>2022 £</b>
Interest expense		51	51
Re-measurements - impact of changes in actuarial assumptions		(46)	(62)
Re-measurements - amendments to the contribution schedule		-	(3,852)
Total cost/(income)		<u>5</u>	<u>(3,863)</u>
<b>Movements in the present value of defined benefit obligations:</b>		<b>2023 £</b>	<b>2022 £</b>
Liabilities at 1 April 2022		2,685	8,766
Unwinding of the discount factor (interest expense)		51	51
Deficit contribution paid		(978)	(2,218)
Remeasurements - impact of any change in assumptions		(46)	(62)
Remeasurements - amendments to the contribution schedule		-	(3,852)
At 31 March 2023		<u>1,712</u>	<u>2,685</u>

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**18 Restricted funds**

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 April 2021	Incoming resources	Resources expended	Balance at 1 April 2022	Incoming resources	Resources expended	Balance at 31 March 2023
	£	£	£	£	£	£	£
Safer Leeds	-	15,000	(15,000)	-	19,000	(19,000)	-
WPCC 19	5,431	-	(5,431)	-	-	-	-
Sutton Outreach	-	41,049	(41,049)	-	32,500	(32,500)	-
Sutton Training	-	6,100	(6,100)	-	-	-	-
DLUHC	-	69,290	(16,251)	53,039	135,954	(188,993)	-
WYMF	-	-	-	-	8,000	(968)	7,032
	<u>5,431</u>	<u>131,439</u>	<u>(83,831)</u>	<u>53,039</u>	<u>195,454</u>	<u>(241,461)</u>	<u>7,032</u>

Purpose of funds:

Safer Leeds - Towards promotion of community tolerance and respect.

WYPCC 19 - A project to engage young people, teachers and youth leaders to collaborate in identifying and addressing challenges for developing an anti-racist mind-set.

Sutton Outreach - To deliver a more connected, sustainable, and resilient response to hate crime in Sutton by delivering a project that will increase awareness of Hate Crime, offer support to people experiencing or witnessing it and let residents know how to report it.

Sutton Training - To provide training within the Sutton area.

DLUHC - A project to create an independently branded, community trusted, accessible and well used UK-wide third-party hate crime and hate incident reporting service for BN(O) status holders and all ESEA communities.

WYMF - The project will raise awareness and understanding of hate crime, the harm and consequences to victims, perpetrators and wider community. We will work with schools to create a school environment in which all feel included, valued, safe and can thrive. Material will be age appropriate as we will work across varying age groups, and all monitored hate crime strands.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**19 Analysis of net assets between funds**

	<b>Net current liabilities</b>	<b>Creditors over one year</b>	<b>Total</b>
<b>Current year</b>			
	<b>£</b>	<b>£</b>	<b>£</b>
Restricted funds	7,032	-	7,032
Unrestricted funds	(14,166)	(734)	(14,900)
	<u>(7,134)</u>	<u>(734)</u>	<u>(7,868)</u>
	<u><u>(7,134)</u></u>	<u><u>(734)</u></u>	<u><u>(7,868)</u></u>
<b>Prior year</b>			
	<b>£</b>	<b>£</b>	<b>£</b>
Restricted funds	53,039	-	53,039
Unrestricted funds	129,858	(1,707)	128,151
	<u>182,897</u>	<u>(1,707)</u>	<u>181,190</u>
	<u><u>182,897</u></u>	<u><u>(1,707)</u></u>	<u><u>181,190</u></u>

**20 Operating lease commitments**

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Within one year	21,482	21,482
Between two and five years	6,693	26,976
	<u>28,175</u>	<u>48,458</u>
	<u><u>28,175</u></u>	<u><u>48,458</u></u>

**21 Related party transactions**

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

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

<b>22 Cash generated from operations</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
(Deficit)/Surplus for the year	(189,104)	72,577
Adjustments:		
Defined benefit scheme adjustments	(927)	(2,167)
Decrease in stocks	500	1,439
Decrease/(increase) in debtors	10,617	(37,853)
(Decrease)/increase in creditors	(10,068)	6,291
Increase in deferred income	26,194	5,050
	<u>          </u>	<u>          </u>
<b>Cash (used in)/generated by operations</b>	<b>(162,788)</b>	<b>45,337</b>
	<u>          </u>	<u>          </u>

The charity had no net debt in the current or prior year.

**STOP HATE UK**

England & Wales - Charity number 1062692

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# Accounts

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**Charity Registration No. 1062692**

**Company Registration No. 03293987 (England and Wales)**

**Stop Hate UK**

**(A Company Limited By Guarantee)**

**Trustees' Report and Unaudited Financial Statements**

**For the Year Ended 31 March 2022**

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**LEGAL AND ADMINISTRATIVE INFORMATION**

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<b>Trustees</b>	G Lewis L Brown Professor J Garland U Ozturk E Shin Dr J Smith Dr N Yasin M Bousherian W McAdam S Raza K Chahal B Culleton M Ward	(Chair)       (appointed 7 May 2021) (appointed 19 August 2022) (resigned 7 May 2021) (resigned 7 September 2021) (resigned 7 September 2021 and re-appointed 8 July 2022) (resigned 12 March 2021 and re-appointed 19 August 2022)
<b>Secretary</b>	R Simkins	
<b>Charity number</b>	1062692	
<b>Company number</b>	03293987	
<b>Registered office</b>	Unit E2a Joseph's Well Hanover Walk Leeds LS3 1AB	
<b>Independent examiner</b>	Jessica Lawrence Azets Audit Services Limited 33 Park Place Leeds LS1 2RY	
<b>Bankers</b>	Unity Trust Bank plc 4 Brindleyplace Birmingham B1 2HB	
<b>Solicitors</b>	Wrigleys Solicitors LLP 19 Cookridge Street Leeds United Kingdom LS2 3AG	

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**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
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**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)**  
***FOR THE YEAR ENDED 31 MARCH 2022***

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The Trustees who are also Directors of the charity for the purposes of the Companies Act 2006, submit their report and independently examined financial statements for the year ended 31 March 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1.2 to the financial statements and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "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)" (as effective from 1 January 2019).

**Reference and Administrative Details**

The Legal and Administrative Information page forms part of this report.

**Objectives and activities**

**Our Vision**

A world which is free from hate, harassment and discrimination.

**Our Mission**

To combat prejudice and hate  
To support those affected  
To educate towards a hate-free society

**Our Ambition**

As a means of realising this vision, we seek to work towards a society in which all people affected by hate, harassment and discrimination can challenge, report and change their experience, to support and empower people who are affected by Hate Crime, harassment and discrimination, to influence and guide organisations in their responses to Hate Crime, harassment and discrimination and to develop effective partnerships with other organisations which share our vision.

Stop Hate UK continue to help to tackle all forms of Hate Crime and discrimination by ensuring every person, regardless of identity, has someone to listen, believe, and advise them. Data gathered and received in the last financial year from our independent helpline services demonstrates an increase in Hate Crime reporting. 60% of calls provided listening support, information, and advice to victims both reporting incidents and enquiring about our services. This year, our average call duration time continues to be 22-minutes which is a true testament to our dedicated specialists on the Helpline team. Stop Hate UK continue to review and develop these services year on year to provide unrivalled support for those affected.

When reviewing the aims and objectives of the charity, and in planning future activities, the Trustees have complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Commission.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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**Achievements and performance**

**1.1 Our year**

Another year impacted by Covid 19! The pandemic has had a lasting impact on all of us and changed many of the ways we all work and interact.

Our team has grown throughout the year, and, largely because of new ways of working using Zoom, Teams etc. we have been able to recruit new team members in many parts of the UK. This better reflects the geographical coverage of our work and makes us more accessible to the people we serve.

Coming out of the last lockdown in early 2021, we have started to attend more in-person events and have enjoyed meeting communities and our funders in our quest to raise awareness of the damage caused by Hate Crime and the importance of reporting or seeking support.

This combination of in-person and online events allowed us to directly reach nearly 10,000 people in this quest to raise awareness, and we have provided support via our helplines more than 2,200 times.

We know that there is still a long way to go, as we believe that there is much more Hate, Harassment and Discrimination occurring that goes largely unreported.

During the year, we entered a partnership with Birmingham City University to welcome Kusminder Chahal to our team. Kusminder was seconded to us as a part-time Director of Training Services and is transforming our training services.

Kusminder has experience of designing and delivering training on hate crime, equality and diversity and writing toolkits. Stop Hate UK regularly receives requests for training and consultancy services, and we aim to secure these opportunities, build positive relations and seek out long-term training projects.

With the launch of our new website, and the inclusion of much more information and advice for everyone to access, we have also used the platform to promote the expansion of the training we offer.

We were also delighted to welcome Saima Raza to the team as our Assistant Director of Helpline Contracts and Partnerships. This new role will enable us to support our Helpline areas in new and exciting ways to ensure that we reach as many people as possible to offer support and advice. Saima has over 15 years of experience in the third and voluntary sectors; including working in research, campaigning, international development, and front-line services.

Michelle Chandler joined the team as Support Services Lead but is now acting Support Services Manager. Michelle comes with extensive experience of safeguarding and working with young people and has strengthened our ability to respond effectively in this area, as well as introducing a more extensive internal training and support programme for our 24-hour support team

As part of our commitment to good governance for the Charity, we continue to succession-plan for our Board and ensure that we have the skills and expertise required to manage the Charity effectively. As part of this, we welcomed Moslem Boushehrian onto the Board during the year.

# **STOP HATE UK**

## **(A COMPANY LIMITED BY GUARANTEE)**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**

#### **FOR THE YEAR ENDED 31 MARCH 2022**

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#### **1.2 Reporting and Support Services**

Stop Hate UK continues to help address all forms of Hate Crime and discrimination by ensuring every person, regardless of identity, has someone to listen, believe, and offer advice.

Data gathered and received from our independent Helpline services in the last reporting year, showed a 40% decrease in Hate Crime reporting. Overall, contacts reduced by 23% and fewer contacts were Hate Crime reports. The Covid 19 pandemic and the subsequent lockdowns are partially responsible for what is the second significant reduction of contacts in the last five years. While many Hate Crime services across the UK were restricted because of the Covid-19 pandemic, the Stop Hate UK Helpline Team, always remotely based, continued to provide 24-hour support despite unprecedented circumstances.

Even though restrictions eased towards the end of the reporting year, we continued to see an increase in neighbour disputes, with reports of people subjected to abuse in their own gardens and private spaces. During this period, over 80% of people reporting hate were in rented accommodation, including 20% in privately rented property (a further increase).

A total of 53% of all our calls provided listening support, information and advice to victims both reporting incidents and enquiring about our services. This year, our average call duration time was 22 minutes, which is a true testament to our dedicated specialists on the Helpline team. Stop Hate UK continue to annually review and develop these services to provide unrivalled support for those effected.

The highest forms of reported abuse were racism (43%), and disability (21%). This is broadly similar to the previous year. However, we have seen an increase in reports of gender-based Hate (1.5% to 3%) as well as Transgender-based Hate (2% - 4%).

Hate speech online continues to be an ever-increasing issue and continues to be a significant motivator for reports, with 98 contacts relating to online hate occurring across the internet, social media, and networking sites.

While 61% of all contacts were made via telephone, interestingly, 33% of these were outside of 'normal' working hours, demonstrating the vital need to maintain 24/7 access to our services. Indeed, we received a contact in every hour of the day during the year.

Our provision of continuous support to those affected by Hate Crime and discrimination and our collaboration with external organisations resulted in over 200 cases being reported to the police or local support agencies.

While Stop Hate UK continues to provide consistent services across locations in the UK, we welcome the recent funding allowing us to add Northamptonshire and the London Boroughs of Bexley and Newham to our list of Helpline areas.

We were really excited to join, as a leading partner, a consortium project that seeks to address the increase in East and Southeast Asian hate documented in the wake of the COVID-19 pandemic, through the creation of a bespoke 24/7 Helpline. This bespoke Helpline is "On Your Side", which was launched on the 9<sup>th</sup> of August 2022 and is funded by the Department of Levelling Up, Housing and Communities. The service is accessible via phone, web chat and web form.

We also recruited new members to our Helpline team who can speak ESEA languages and who provide the 24 hours cover to provide support alongside our existing Helpline team.

To deliver this service, we expanded our overall team by six part-time workers that included, in addition to the Helpline team members, two outreach/community roles. These new members of the team are located in various parts of the country and bring new skills, knowledge and experience to the Charity.

Another new and promising development is the delivery of a bespoke Street Harassment mobile phone App within the London Borough of Waltham Forest. The App is designed to meet some of the priorities for the Violence against Women and Girls agenda and at the same time acknowledges that Street based harassment, while prevalent amongst women and girls, is not exclusively so. Members of other communities, such as the LGBTQ+ community and Disability are also vulnerable. The App also reinforces our position that this type of targeted harassment should be recognised as motivated by hate and treated as such.

The App has proved very successful in Waltham Forest and is now receiving regular reports. Ongoing liaison with the Council and local police is assisting with local intelligence around this subject. We are now looking to deliver the App to other areas.

# **STOP HATE UK**

## **(A COMPANY LIMITED BY GUARANTEE)**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**

#### **FOR THE YEAR ENDED 31 MARCH 2022**

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We were also delighted to continue our outreach work in the London Borough of Sutton led by staff member Kieran Reynolds. Kieran is a great addition to our team and the extension of this funding is leading to raised awareness and reporting of Hate Crime in the borough. Kieran is also our Disability Hate Crime lead and will be developing more resources for us to increase awareness about Disability Hate Crime across the UK.

### **1.3 Partnerships and Collaborations**

During 2021-2022, Stop Hate UK has broadened its work to create long-term systemic change across a range of industries, supporting seventeen organisations, in Financial Services, Government and Public Services, Consumer Retail and Wholesale distribution, Technology, Media and Telecommunications to fulfil their Corporate Social Responsibility (CSR) objectives and goals.

Stop Hate UK would like to thank our Partners, who have helped us continue to deliver exceptional educational programmes and ensure we survived post-pandemic uncertainties. Throughout 2021 and 2022, the unwavering support of our charity partners has been invaluable, and their wealth of knowledge and expertise will help guide our ambitious strategy for 2023.

### **Financial Services**

Stop Hate UK were delighted to have been selected as one of Ernst and Young's (Southampton Branch) four charities of the year who benefited from the EYSTC (EY Southampton Team Challenge). Between 2021 and 2022, the team worked with the CSR team to increase brand awareness and raise £2,107.06 at the EY Team Challenge, (A Swim of 4km, a 112-mile bike ride, and a marathon), and with £333.00 raised solely through their match-funding employment scheme for the charity. We were especially grateful for the opportunity to host a National Hate Crime Awareness week talk for their employees.

Stop Hate UK would also like to thank Close Brothers, merchant banking group, for their strategic and generous support in advancing our mission and expansion. A total of £70,000 was generously donated which enabled us to expand the 24 hour Stop Hate Line in the London Borough of Merton and South Yorkshire, enabling more people to access our services. Senior leaders from across the organisation pitched in to provide high-level knowledge and skills, ranging from HR advice to operational guidance at a half day event hosted at their offices in Wimbledon.

Through their commitment to giving back to communities and standing against hate, insurance company Covea, has chosen to support Stop Hate UK as their Charity of the Year partner for 2022 – sharing our vision of creating a fairer society in which everyone should be safe from identity-based hate and harassment. The charity is currently working with Covea to raise funds through several activities as well as supporting work on their Equality, Diversity and Inclusion Strategy.

A big part of stop Hate UK's work is education and ensuring hearts and minds can be changed through hate crime awareness. A donation from Raymond James this year made the delivery of four sessions across schools in the UK possible. This partnership aimed to fulfil our shared mission of spreading knowledge among young people and adults, of the causes and consequences of hateful behaviour and how to respond to it. Following the delivery, we have been pleased with the outcomes and feedback from key stakeholders at the schools, sixth forms and colleges.

Additionally, we are pleased to have collaborated with JP Morgan - Investment services (Bournemouth Branch) during Black History Month 2022. It was a privilege to deliver a talk to their staff, on both the impact of hate, and how to celebrate black excellence. The charity is looking forward to building upon this partnership to engage staff through volunteering and future fundraising events.

This October, Stop Hate UK were pleased to have officially announced our partnership with Lemonade Giveback, an insurance company which uses unclaimed money and gives 40% of this back to charities. Stop Hate UK is one of eight charities that customers can select to receive funds. Now launched, we are confident that moving forward into 2023, we can work with the Lemonade Strategy team to increase giveback opportunities and knowledge of our services.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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**Technology, Media and Telecommunications**

In June 2021, British multinational telecommunications company, Vodafone Group plc teamed up their graduates with Stop Hate UK during the 2021 Charity Challenge. Their highly skilled teams provided pro-bono support to solve a problem statement for the charity and pitched their solutions to the fundraising lead in a competition. All solutions provided were extremely beneficial to Stop Hate UK and we are incredibly grateful that these have subsequently informed new developments across our website, email marketing and data gathering.

Our special thanks go to Eulogy for their outstanding contribution to our marketing and promotional resources. Eulogy chose to support Stop Hate UK throughout 2021. In addition to raising over £5,000 via several agency initiatives, (from walking across every major London Bridge over five hours, to office bake-offs), employees from across the organisation have pitched-in to provide pro-bono support – ranging from redesigning several pieces of marketing collateral, including internal and external posters, as well as providing a comms. audit on the brand, to help evolve and improve communications.

It is only with invaluable support from our partners that we can do truly exceptional things for the communities we serve. Therefore, Stop Hate UK is incredibly grateful to have received an exceptional donation from Sky Media to help support our post-Covid survival. In marking the generosity of Sky, we extended our Helpline service to the area of Hounslow, where the Sky HQ is located, so communities based in this area of the UK can access our 24-hour support services.

Stop Hate UK are also pleased to partner with the LADBible group, including Sports Bible and UniLAD to increase brand awareness and donations via their audiences. Several powerful collaborations are currently planned, including activities around Black History Month and the World Cup Qatar 2022. We are looking forward to building a long, term strategic partnership with LADBible, to deliver valuable content for social good.

**Consumer Retail and Wholesale distribution**

Throughout 2021 and 2022, British multinational groceries and general merchandise retailer, Tesco supported Stop Hate UK through two cause related marketing initiatives, including the sale of celebration cards, which raised £10,000 and the ongoing, 'Two Halves One Heart' Reusable Bag campaign, with 5% of total sales being donated to Stop Hate UK. Both activities have been invaluable in raising brand awareness and vital funds for the charity.

Also, during 2021, Misguided teamed up with Stop Hate UK to produce an exclusive Anti-Racism collection, with 100% of profits donated to the charity. This included Hoodies and T-shirts with anti-hate messages in the fight against racism. We are extremely grateful to have worked closely with their design and social media team to raise brand awareness and funds for the charity.

We continue to work across the beauty and fashion industry, with the Cosmetic Consulting Company who selected Stop Hate UK as their charity partner 2021. Since then, several cause related marketing and product sale opportunities have been undertaken. Two nail varnishes have been sold online and in store - The Stop Hate UK Collection, donating 25% of sales and the BLM nail varnish which donates 10% from sales. Following Pride in June 2021, a new Nail Varnish has been created, as a joint effort to raise awareness of LGBTQI+ hate and the services we provide to support those effected. This partnership continues to provide exceptional value to Stop Hate UK for fundraising and awareness of our vital services.

**Consultancy**

During 2021, Deloitte collaborated with Stop Hate UK on a pro-bono basis to provide a high level of support and knowledge to develop a strategy for marketing our services across sectors. This involved supporting on a range of projects and delivering workshops to our teams which proved invaluable for charity wide learning, development, and upskilling.

# **STOP HATE UK**

## **(A COMPANY LIMITED BY GUARANTEE)**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**

#### **FOR THE YEAR ENDED 31 MARCH 2022**

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#### **Community Fundraising**

Combining fashion, innovation, and sustainability to shed light on important causes, the University of Leeds selected Stop Hate UK as one of two charities to support during the year. The IGNITE show focussed on fashion and community as a force for social change, all while maintaining diversity and inclusion at its core. Stop Hate UK is grateful to have had the opportunity to attend the show and support the charity team to raise £8,171 in total for the charity.

More exciting partnerships include one with Sachiko and Shu, creators of Recipes Against Racism, a charity cookbook bringing together recipes from the best of London's Asian and Asian-influenced restaurants, supper clubs and chefs, selecting Stop Hate UK and End The Virus of Racism as their chosen charities to benefit from the anti-racist campaign.

The cookbook raised £11,400 in total, with £5,700 donated to Stop Hate UK as a direct response to the increase in anti-Asian racism during the Covid-19 pandemic. Since then, Stop Hate UK is proud to be a partner in a consortium of 15 organisations to increase reporting of East and South East Asian Hate. Stop Hate UK is a key partner, providing the UK wide 24-hour support and report service, *On Your Side*, in the charity's commitment to support communities affected.

As Stop Hate UK moves into 2023, our hope is that we can sustain the financial security needed to drive and accelerate the impact that charities like ours can bring about. Working with our partners, we know we can continue to bring about much needed change across Helpline areas and within education, so that everyone can live in a world where their lives are valued, their aspirations are encouraged, and they are perceived and treated equally.

#### **1.4 Education and Training**

During a year in which we were forced to live and work in isolation, we have experienced an increased demand for training and work in schools, which we have delivered within the challenging environment of Covid-19 restrictions.

We were delighted to secure funding from the WYPCC's Safer Communities Fund, to deliver a project that responds directly to the desire to participate in change expressed by many after the murder of George Floyd. Many schools and organisations were reviewing and revising own practice and attitudes as well as seeking a lead in combatting the racist behaviour that they were witnessing, and all while gaining a renewed impetus to confront it. The WYPCC funding allows our project 'Shaping Futures' to visit 5 secondary schools in the West Yorkshire policing authority and facilitate open and respectful conversations around young people's perception and experience of race. The project facilitates 3 one-hour, guided conversations, after which the young people identify an aspect, they would like to explore further, devise a script, produce video clips, and send them to us for editing. These productions will then be shared with other schools in West Yorkshire for use in assemblies, campaigns, etc. We also offered teachers training on recognising and responding appropriately to racist behaviour within schools.

In response to increased demand for race awareness training we have developed a 'Race, Racism and Responses in Education' course. This was initially delivered for a school in Bradford, that then requested 4 teaching sessions focused on diversity and Upstander activity. We are now receiving more requests to deliver this course.

A Manchester high school invited us to support them in responding to complaints of racism and we have subsequently worked closely with them to review their policies and provide staff training. A further development of this project will allow us to generate training materials for classroom use, focused upon creating safe spaces for conversations about race as well as increasing levels of confidence to report incidents of racism.

We are also receiving increased contacts from the Higher Education sector with recent requests for training sessions for students and staff at two universities. We have also worked extensively with a hospital trust, focusing on Hate Crime awareness, training of ambassadors, and responding to disclosures of discrimination.

These enquiries reflect the real concern, across different settings, for a robust response to hateful behaviour and a tangible desire for effective change.

# **STOP HATE UK**

## **(A COMPANY LIMITED BY GUARANTEE)**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**

#### **FOR THE YEAR ENDED 31 MARCH 2022**

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Another very significant initiative has been the authoring of two online courses for Epigeum, the digital learning arm of Oxford University Press. Our Education Development Lead, Angie Wright, authored the content for an interactive course for students: 'Tackling Harassment, being an Active Bystander'; and, for staff, 'Tackling Harassment, Responding to Disclosures'. These will be now marketed to universities and colleges in both the UK and Australia. The courses will support the work of institutions to challenge hate, reduce the incidence of hateful behaviour, and support first responders in dealing with reports of discrimination and Hate Crime.

We have continued to maintain and nurture our relationships with several academic institutions; in particular, following on from our partnerships in the Hatemeter.EU project, with the Fondazione Bruno Kessler in Italy, exploring the potential applications of Artificial Intelligence in the generation of counter-narratives to harmful speech manifested online.

Finally, recent, high-profile events have also significantly increased interest in the interrelationship and boundaries between 'free speech' and 'harmful speech' particularly in relation to the online space and we are therefore continuing to develop and refine training and workshops focussed upon facilitating critical reflections and conversations about the use and abuse of online platforms.

#### **Helpline Contracts & Partnerships**

We currently operate the 24 Hate Crime Helpline in 30 areas across England, ensuring our hate crime helpline and services are available to around 17,400,000 million people every day, 24-hours a day.

This roughly equates to 26% of UK population. Our mission is to expand the service so that the service covers all the UK.

#### **Developments**

We have successfully launched the Helpline in Newham and Bexley, London, along with the pilot of the Street Harassment in Waltham Forest. We are in regular communication with commissioners to determine both levels of usage and any shortfalls. We have increased engagement across our areas, reaching out organisations to raise awareness of the Helpline, sharing publicity materials and training offers, with a good uptake of training for 2022/3. Several Boroughs in London have expressed a special interest in the Disability Hate Crime training. We also ran an anti-hate crime poster competition judged by the local Mayor, for schools in Merton.

The contract with Leeds is a long-standing one and this year we have been working closely with them to migrate their current schools reporting exclusively to Stop Hate UK and develop new third-party sign posting centres. We shall also be working with the Stop Hate UK Communications team to promote the seasonal partnership with Uber, focusing on providing support and the helpline contact for Uber drivers across the city for the duration of World Cup 2022.

Stop Hate UK has engaged with schools, corporates, charities, and infrastructure organisations across the London Borough of Sutton providing training, advice and education to young people and teachers on hate crime. Our high impact delivery of programmes enhanced support systems across sectors through bespoke training, consultancy, workshops, education, and outreach work with traveller communities to create sustainable cultural change. As a result, during Quarter 2, we were able to reach over 1,000 people in Sutton via engagement, training, and public speaking events. We have re-launched the Hate Crime Champions programmes in Sutton and will be seeking to recruit community supporters to increase awareness of the helpline and how to report hate crime. We are working closely with the Council, Business Development Team, and Councillors to combat a recent spike in homophobic crime on Sutton High Street. Our involvement includes advice, outreach support and development of supporting materials.

Our work around Disability Hate Crime is evolving. Developed and led by disabled people, our Disability Hate Crime Training aims to provide attendees with an understanding of the forms that disability hate crime takes, as well as its impact, dynamics, how we can make services more accessible, and the importance of tackling disability hate where we see it. The training also discusses how to manage disability hate crime in the workplace and gives an overview of appropriate terms and language. Training dates for two London Boroughs will be piloted before the end of 2022, with further interest from across London, the National Autistic Society, and an independent school in Sutton. We are working to develop a work plan for 2023 that will help us develop our work on disability hate crime and reach out to a wider range of stakeholders.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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The Helpline Contracts Team and the Communication team collaborated to disseminate an anti-hate crime video to universities across all Helpline areas in time for Refreshers Week 2022, focusing upon hate crime and how to report. We received positive feedback from several universities. This will serve as a platform for us to create more content of this nature to raise visibility and encourage reporting.

- We will be launching our 24-hour helpline Cambridgeshire in November 2022 and Buckinghamshire early 2023.

### **1.6 Plans for future periods**

Stop Hate UK will continue to tackle all forms of Hate Crime and discrimination at every level to ensure society is free from hate, harassment and discrimination, and people are valued for their unique Identity.

In 2022/23, Stop Hate UK will be strengthening its services by:

- launching our 24-hour helpline Cambridgeshire in November 2022 and Buckinghamshire early 2023.
- Expanding training and consultancy services in the areas Equality, Diversity and Inclusion related services offered to companies and organisations.
- Developing more anti-hate workshops with universities, schools, and colleges.
- Strengthening corporate collaboration and partnership opportunities with the aim of facilitating more inclusive spaces and practices in this sector.
- Expanding our Helpline provision through attracting new areas/organisations to fund the service and to also increase the number of Hate Crime Reporting Apps, including the new Street Harassment App.
- Continuing to support and nurture effective relationships with academic institutions both to assist in research and explore technological solutions to the identification, removal, and alternative responses to occurrences of harmful material appearing online.

Stop Hate UK knows that whatever we do we still face challenging times. There is a great deal of unease in the country and unfortunately, this sometimes manifests itself in hateful and discriminatory behaviour. With the support of our amazing team and our supporters we will continue to work against this to deliver our vision.

Stop Hate UK would like to thank our ambassadors, The Rev'd Canon Dr Mark Oakley, Adrian Derbyshire, and Gary Powell who have been supportive of various fundraising and promotional opportunities across the charity in the past year, giving talks across the community and schools to spread the word and inspire people to change lives.

We are especially grateful to Gary Powell, who this year supported us in May 2022 by accepting a donation from Students at Ramsgate's Chatham & Clarendon Grammar School in Kent, who raised £1,004 for the charity. Gary presented a PowerPoint informing students about our work during their morning assembly.

In addition to this, The Rev'd Canon Dr Mark Oakley, has supported the charity in a recent interview with Be the Bees, a company who chose to raise funds and awareness across their platforms. Mark discussed LGBTQI+ hate, anti-racism and why education is important for changing hearts and minds.

Finally, we are extremely grateful for the continued efforts of all of our trustees in promoting our services across national hate crime awareness week.

Lastly, I would like to thank our Board of Trustees for their contribution to this challenge and for support during continued challenging times.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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**Fundraising**

We strive to achieve the highest fundraising standards and we value our wonderful supporters. We expect our fundraising team to act honestly and with integrity at all times and ensure we remain compliant with all the laws and guidelines that govern us.

We want to inspire trust in our supporters and ensure that all supporters have an excellent experience when donating to Stop Hate UK.

We are staying up to date with developments in charity regulation, data protection and the Fundraising Preference Service (FPS) to make sure we are legally compliant and adhering to all guidelines. Our fundraisers also follow the Institute of Fundraising's Code of Practice and we are registered with the Fundraising Regulator.

**Financial review**

The Statement of Financial Activities shows net income for the year before actuarial gains of £72,577 (2021: £12,751) and we had funds at 31 March 2022 of £181,190 (2021: £104,699), of which £128,151 (2021: £99,268) were unrestricted.

The Trustees have established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') should be sufficient to sustain the organisation in the event of a closure. The free reserves at 31 March 2022 after taking into account long term liabilities are £128,151 and it is conservatively estimated that closure costs would be in the region of £80,736. The Trustees intend to review the reserves policy each year.

The Trustees and Chief Executive are monitoring the performance of the charity very closely and are confident that the actions of the last few years have meant that the organisation is in a strong position to grow and attract future funding and therefore consider it appropriate to prepare the Financial Statements on a going concern basis.

**Risks**

Stop Hate UK recognise that the long-term impacts of the Covid pandemic crisis – on individuals, networks, partner organisations and financial resources are still unknown and along with the ongoing impact of cumulative cuts to public and private income sources, and increased uncertainties about the future of local authority presents risks.

In terms of responding to these risks the Charity has established 3 new sub groups so that we can more closely scrutinise opportunity and risk and as part of this and ongoing development of the work of the Charity we are identifying alternative sources of income and have invested in fundraising from donations as well as developing new initiatives and partnerships. In terms of the Covid crisis our delivery practices are totally compatible with home working and this is leading to an increase in interest in our work with low risk to the employee team as we are practicing lone working from home. This development has increased our ability to deliver training and other packages to a wider geographical and sector audience.

**Structure, governance and management**

Stop Hate UK is a registered charity, constituted as a company limited by guarantee and is therefore governed by a memorandum and articles of association. The Project was established in 1995 with staff seconded from Leeds City Council and became independent of the Council in April 2000. On 6 June 2007 it changed its name from The Leeds Racial Harassment Project to Stop Hate UK and the objects clause was amended to allow activities outside Leeds.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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The Trustees who served during the year under review and to date are set out on the Legal and Administrative Information page. All are eligible for re-election.

We continue to attract new Members and Trustees. We are keen to include new Trustees that bring diversity both in terms of their characteristics but also their experience and interests.

A full-time salaried Chief Executive and a Board of Trustees manage the charitable company. The Board of Trustees meets regularly to manage its affairs. All Trustees give their time voluntarily. Any expenses reclaimed by Trustees from the charity are set out in note 8 of the Financial Statements.

Mr G Lewis

The Trustees consider the Chief Executive, the Director of London Services, the Director of Operations and the Manager of On-line Services, as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day to day basis.

The pay of the charity's key management personnel is reviewed annually and normally increased in accordance with average earnings. The remuneration is also bench-marked with organisations of a similar size and activity to ensure that the remuneration set is fair and not out of line with that generally paid for similar roles.

The Trustees regularly conduct their own review of the major risks to which the charity is exposed and systems have been established to mitigate those risks.

We continue to attract new Members and Trustees. We are keen to include new Trustees that bring diversity both in terms of their characteristics but also their experience and interests.

**Statement of Trustees' responsibilities**

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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustees are required to:

- observe the methods and principles in the Charities SORP;
- 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity 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 charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Small Company Rules**

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

The Trustees' report was approved by the Board of Trustees.



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**G Lewis**

Trustee  
Dated: 29/11/2022

**STOP HATE UK  
(A COMPANY LIMITED BY GUARANTEE)  
INDEPENDENT EXAMINER'S REPORT  
TO THE TRUSTEES OF STOP HATE UK**

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I report to the Trustees on my examination of the financial statements of Stop Hate UK (the charity) for the year ended 31 March 2022.

This report is made solely to the Charity's Trustees, as a body, in accordance with Section 145 of the Charities Act 2011. My independent examination work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my independent examination work, for this report, or for the opinions I have formed.

**Responsibilities and basis of report**

As the Trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

**Independent examiner's statement**

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).



**Jessica Lawrence**  
Azets Audit Services Limited  
33 Park Place  
Leeds  
LS1 2RY

Dated: 29/11/2022

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**INCLUDING INCOME AND EXPENDITURE ACCOUNT**  
**FOR THE YEAR ENDED 31 MARCH 2022**

		Unrestricted funds	Restricted funds	Total Unrestricted funds	Restricted funds	Total 6 months to 31 March
	Notes	2022 £	2022 £	2022 £	2021 £	2021 £
<b>Income from:</b>						
Donations and memberships	3	299,571	-	299,571	116,437	116,437
Charitable activities	4	197,671	125,339	323,010	103,747	143,419
Other trading activities	5	44,404	6,100	50,504	20,201	35,418
<b>Total income</b>		<b>541,646</b>	<b>131,439</b>	<b>673,085</b>	<b>240,385</b>	<b>295,274</b>
<b>Expenditure on:</b>						
Raising funds		4,394	-	4,394	7,300	7,300
Charitable activities	6	512,283	83,831	596,114	225,765	275,223
<b>Total expenditure</b>		<b>516,677</b>	<b>83,831</b>	<b>600,508</b>	<b>233,065</b>	<b>282,523</b>
<b>Net income for the year/ Net incoming resources</b>		<b>24,969</b>	<b>47,608</b>	<b>72,577</b>	<b>7,320</b>	<b>12,751</b>
<b>Other recognised gains</b>						
Actuarial gain on defined benefit pension schemes	16	3,914	-	3,914	152	152
<b>Net movement in funds</b>		<b>28,883</b>	<b>47,608</b>	<b>76,491</b>	<b>7,472</b>	<b>12,903</b>
Fund balances at 1 April 2021		99,268	5,431	104,699	91,796	91,796
<b>Fund balances at 31 March 2022</b>		<b>128,151</b>	<b>53,039</b>	<b>181,190</b>	<b>99,268</b>	<b>104,699</b>

The statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 15 - 27 form part of these financial statements.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**BALANCE SHEET**  
**AS AT 31 MARCH 2022**

	Notes	31 March 2022		Period ended 31 March 2021	
		£	£	£	£
<b>Current assets</b>					
Stocks	11	20,000		21,439	
Debtors	12	64,320		26,467	
Cash at bank and in hand		195,762		150,425	
				<u>198,331</u>	
		280,082			
<b>Creditors: amounts falling due within one year</b>	13	(97,185)		(87,084)	
		<u>182,897</u>		<u>111,247</u>	
Net current assets			182,897		111,247
<b>Creditors: amounts falling due after more than one year</b>	14		(1,707)		(6,548)
			<u>181,190</u>		<u>104,699</u>
<b>Net assets</b>			<u>181,190</u>		<u>104,699</u>
<b>Income funds</b>					
Restricted funds	17		53,039		5,431
<u>Unrestricted funds</u>					
General unrestricted funds		130,836		108,034	
Pension reserve	16	(2,685)		(8,766)	
			<u>128,151</u>		<u>99,268</u>
			<u>181,190</u>		<u>104,699</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2022. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these financial statements under the requirements of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 29/11/2022 .....

*G Lewis*

.....  
**G Lewis**  
**Trustee**

**Company Registration No. 03293987**

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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	Notes	2022 £	£	2021 £	£
<b>Cash flows from operating activities</b>					
Cash generated by/(used in) operations	21		45,337		(24,496)
Cash and cash equivalents at beginning of year			150,425		174,921
<b>Cash and cash equivalents at end of year</b>			<u>195,762</u>		<u>150,425</u>

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

---

**1 Accounting policies**

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

**Charity information**

Stop Hate UK is a charitable company and is a private company limited by guarantee incorporated in England and Wales. The registered office is Unit E2a, Joseph's Well, Hanover Walk, Leeds, LS3 1AB. The organisation's charity number is 1062692 and its company number is 03293987.

The company is limited by guarantee and does not have a share capital. Every member of the company undertakes to contribute such amount as may be required (not exceeding £1) to the company's assets if it should be wound up while they are a member, or within one year after they cease to be a member, for payment of the Company's debts and liabilities contracted before they cease to be a member, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributories amongst themselves.

**1.1 Accounting convention**

The financial statements have been prepared in accordance with the Companies Act 2006 and "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)" (as effective from 1 January 2019).

The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £1.

The financial statements have been prepared under the historical cost convention, modified to include certain financial instruments at fair value. The principal accounting policies adopted are set out below.

**1.2 Going concern**

At the time of approving the financial statements, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

**1.3 Charitable funds**

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

**1.4 Income**

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

---

**1 Accounting policies** **(Continued)**

Grants, including Government Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

**1.5 Expenditure**

Expenditure is recognised in the period in which it is incurred, and includes attributable VAT which cannot be recovered:

- Charitable expenditure comprises those costs incurred by the charity in the deliverance of its activities and services for its beneficiaries. It includes both costs that can be directly allocated to such activities and those costs of an indirect nature necessary to support them.
- Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the Charity's activities.

**1.6 Tangible fixed assets**

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	25% straight line
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

Fixed assets costing more than £1,000 are capitalised.

**1.7 Stocks**

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell.

**1.8 Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts.

**1.9 Financial instruments**

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

**Basic financial assets**

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

---

**1 Accounting policies**

**(Continued)**

***Impairment of financial assets***

Financial assets, other than those held at fair value through income and expenditure, are assessed for indicators of impairment at each reporting date. Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected.

If an asset is impaired, the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in net income/(expenditure) for the year.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been, had the impairment not previously been recognised. The impairment reversal is recognised in net income/(expenditure) for the year.

***Derecognition of financial assets***

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

***Basic financial liabilities***

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

***Derecognition of financial liabilities***

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

**1.10 Taxation**

Stop Hate UK is a registered charity and as such is a charity within the meaning of schedule 6 of the Finance Act 2010. Accordingly, the Charity is potentially entitled to tax exemption under part 11 of the Corporation Tax Act 2010 or section 256 of the Taxation of Chargeable Gains Act 1992 in respect of income and gains arising.

**1.11 Employee benefits**

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

**1.12 Pensions**

The company contributes to the Pensions Trust's Growth Plan. The Plan is a multi employer pension plan. It is not possible in the normal course of events to identify on a reasonable and consistent basis the share of underlying assets and liabilities belonging to the charity. In accordance with Charities SORP (FRS 102) the charity recognises the liability to make payments to fund the deficit relating to past service where it has entered into an agreement to make those payments.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**1 Accounting policies** **(Continued)**

**1.13 Leases**

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

**2 Critical accounting estimates and judgements**

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated 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 an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

**Key sources of estimation uncertainty**

The estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities are as follows.

**Defined Benefit Pension**

The liability in respect of The Pension Trust Growth Plan Scheme is calculated by the Scheme Actuary in conjunction with the results of the tri-annual review of the Scheme as certified by the Scheme Actuary. The present value of future liabilities relating to the pension scheme is materially sensitive to changes in the underlying actuarial assumptions and estimates, particularly the rate of discount applied by the Scheme Actuary, details of which are included in note 16.

**3 Donations and memberships**

	<b>Year ended 31 March 2022</b>	<b>6 months ended 31 March 2021</b>
	<b>Unrestricted funds 2022 £</b>	<b>Unrestricted funds 2021 £</b>
Donations and memberships	299,571	116,437

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**4 Charitable activities**

	Unrestricted funds 2022 £	Restricted funds 2022 £	Year ended 31 March 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	6 months ended 31 March 2021 £
Grants	-	125,339	125,339	-	39,672	39,672
Coronavirus Job retention Scheme	-	-	-	3,038	-	3,308
Contracts	197,671	-	197,671	100,709	-	100,709
	<u>197,671</u>	<u>125,339</u>	<u>323,010</u>	<u>103,747</u>	<u>39,672</u>	<u>143,419</u>

**5 Other trading activities**

	Unrestricted funds 2022 £	Restricted funds 2022 £	Year ended 31 March 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	6 months ended 31 March 2021 £
Trading income	39,251	6,100	45,351	17,381	15,217	32,598
Sale of promotional material	5,153	-	5,153	2,820	-	2,820
	<u>44,404</u>	<u>6,100</u>	<u>50,504</u>	<u>20,201</u>	<u>15,217</u>	<u>35,418</u>

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**6 Charitable activities**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Staff costs	456,284	211,103
Temporary staff costs	13,070	3,799
Interest cost – on pension liability	51	182
Training and other staff costs	3,662	2,776
Insurance	3,529	1,810
Travel and transport	3,322	85
Rent, rates, heat and light	40,907	19,778
Sundry equipment	6,211	5,530
Postage	2,273	915
Printing and stationery	754	1,809
Telephone and internet	8,482	3,765
Translation, interpretation and other contracted services	33,400	11,339
Advertising, educational material and publicity	4,355	1,794
Subscriptions and Payroll administration	8,775	4,472
Pension deficit contribution	(2,218)	(1,093)
	<u>582,857</u>	<u>268,064</u>
Share of support costs (see note 7)	10,004	3,318
Share of governance costs (see note 7)	3,253	3,841
	<u>596,114</u>	<u>275,223</u>
<b>Analysis by fund</b>		
Unrestricted funds	512,283	225,765
Restricted funds	83,831	49,458
	<u>596,114</u>	<u>275,223</u>

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**7 Support costs**

	Support costs	Governance costs	2022	Support costs	Governance costs	2021
	£	£	£	£	£	£
Secretarial support	5,630	-	5,630	993	-	993
Finance support	4,001	-	4,001	2,122	-	2,122
Bank charges	373	-	373	203	-	203
Accountancy fees	-	2,235	2,235	-	2,718	2,718
Legal and professional	-	1,018	1,018	-	1,123	1,123
	<u>10,004</u>	<u>3,253</u>	<u>13,257</u>	<u>3,318</u>	<u>3,841</u>	<u>7,159</u>

Independent Examination fees in the year were £1,300 (2021- £1,060) and accountancy fees paid to the examiner were £1,400 (2021- £1,205).

**8 Trustees**

The Trustees received no remuneration from the charity during the year (2021: £nil). No travel expenses were incurred by trustees in the year (2021: £nil).

**9 Staff costs**

**Number of employees**

The average number of employees during the year was:

	2022	2021
	26	24
	<u>26</u>	<u>24</u>

**Employment costs**

	Notes	Year ended 2022	Period ended 2021
		£	£
Wages and salaries		403,985	188,569
Social security costs		31,792	14,047
Other pension costs		20,507	8,487
		<u>456,284</u>	<u>211,103</u>
Pension deficit contribution	16	(2,218)	(1,093)
		<u>454,066</u>	<u>210,010</u>

No employee earned £60,000 or more during the year (2021: no employees).

The Trustees consider its key management personnel comprised of the Chief Executive Officer, the Director of London Services, the Director of Operations and the Manager of On-line Services. The total employment benefits including employer pension contributions and employer's National Insurance of the key management personnel were £269,359 (2021: £138,399).

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

<b>10 Tangible fixed assets</b>		<b>Fixtures and fittings</b>	
		<b>£</b>	
<b>Cost</b>			
At 1 April 2021		26,413	
		<u>26,413</u>	
At 31 March 2022		26,413	
		<u>26,413</u>	
<b>Depreciation and impairment</b>			
At 1 April 2021		26,413	
		<u>26,413</u>	
At 31 March 2022		26,413	
		<u>26,413</u>	
<b>Carrying amount</b>			
At 31 March 2022		-	
		<u>-</u>	
At 31 March 2021		-	
		<u>-</u>	
<b>11 Stocks</b>		<b>2022</b>	<b>2021</b>
		<b>£</b>	<b>£</b>
Finished goods and goods for resale		20,000	21,439
		<u>20,000</u>	<u>21,439</u>
<b>12 Debtors</b>		<b>2022</b>	<b>2021</b>
		<b>£</b>	<b>£</b>
<b>Amounts falling due within one year:</b>			
Trade debtors		52,685	14,760
Prepayments and accrued income		11,635	11,707
		<u>64,320</u>	<u>26,467</u>
		<u>64,320</u>	<u>26,467</u>
<b>13 Creditors: amounts falling due within one year</b>		<b>2022</b>	<b>2021</b>
		<b>£</b>	<b>£</b>
	<b>Notes</b>		
Deferred income	<b>15</b>	55,330	50,280
Short term retirement benefit obligations	<b>16</b>	978	2,218
Accruals		40,877	34,586
		<u>97,185</u>	<u>87,084</u>
		<u>97,185</u>	<u>87,084</u>

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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**14 Creditors: amounts falling due after more than one year**

	Note	2022 £	2021 £
Long term retirement benefit obligations	16	1,707	6,548
		<u>1,707</u>	<u>6,548</u>

**15 Deferred income**

	2022 £	2021 £
Balance at 1 April 2021	50,280	111,053
Released to Statement of Financial Activities	(50,280)	(111,053)
Amount deferred in the period	55,330	(50,280)
	<u>55,330</u>	<u>50,280</u>

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**16 Retirement benefit schemes**

**Defined contribution schemes**

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

**Defined benefit schemes**

The charity participates in The Pension Trust Growth Plan Scheme, a multi-employer scheme which provides benefits to some 950 non-associated participating employers. The scheme is a defined benefit scheme in the UK.

Where the Scheme is in deficit and where the charity has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

**Key Assumptions**

	<b>Year to 31 March 2022 %</b>	<b>Year to 31 March 2021 %</b>	<b>Year to 31 March 2020 %</b>
<b>Discount rate</b>	2.35	0.66	2.53
<b>Income and expenditure impact</b>		<b>2022 £</b>	<b>2021 £</b>
Interest expense		51	234
Re-measurements - impact of changes in actuarial assumptions		(62)	300
Re-measurements - amendments to the contribution schedule		(3,852)	-
Total cost/(income)		<u>(3,863)</u>	<u>534</u>
<b>Movements in the present value of defined benefit obligations:</b>		<b>2022 £</b>	<b>2021 £</b>
Liabilities at 1 April 2021		8,766	10,386
Unwinding of the discount factor (interest expense)		51	234
Deficit contribution paid		(2,218)	(2,154)
Remeasurements - impact of any change in assumptions		(62)	300
Remeasurements - amendments to the contribution schedule		(3,852)	-
At 31 March 2022		<u>2,685</u>	<u>8,766</u>

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**17 Restricted funds**

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds to 31 March 2021			Movement in funds		
	Incoming resources £	Resources expended £	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Balance at 31 March 2022 £
Safer Leeds	7,500	(7,500)	-	15,000	(15,000)	-
PSNI - No hate speech project	10,000	(10,000)	-	-	-	-
WPCC 19	5,985	(554)	5,431	-	(5,431)	-
Sutton Outreach	26,187	(26,187)	-	41,049	(41,049)	-
Sutton Training	5,217	(5,217)	-	6,100	(6,100)	-
DLUHC	-	-	-	69,290	(16,251)	53,039
	<u>54,889</u>	<u>(49,458)</u>	<u>5,431</u>	<u>131,439</u>	<u>(83,831)</u>	<u>53,039</u>

Purpose of funds:

Safer Leeds - Towards promotion of community tolerance and respect.

PSNI - No Hate Speech Project - To develop and implement an effective Counter Narrative strategy to challenge online Hate Speech.

WYPCC 19 - A project to engage young people, teachers and youth leaders to collaborate in identifying and addressing challenges for developing an anti-racist mind-set.

Sutton Outreach - To deliver a more connected, sustainable, and resilient response to hate crime in Sutton by delivering a project that will increase awareness of Hate Crime, offer support to people experiencing or witnessing it and let residents know how to report it.

Sutton Training - To provide training within the Sutton area.

DLUHC - A project to create an independently branded, community trusted, accessible and well used UK-wide third-party hate crime and hate incident reporting service for BN(O) status holders and all ESEA communities.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**18 Analysis of net assets between funds**

	Net current assets	Creditors over one year	Total
<b>Current period</b>			
	£	£	£
Restricted funds	53,039	-	53,039
Unrestricted funds	129,858	(1,707)	128,151
	<u>182,897</u>	<u>(1,707)</u>	<u>181,190</u>
<b>Prior period</b>			
	£	£	£
Restricted funds	5,431	-	5,431
Unrestricted funds	105,816	(6,548)	99,268
	<u>111,247</u>	<u>(6,548)</u>	<u>104,699</u>

**19 Operating lease commitments**

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2022 £	2021 £
Within one year	21,482	21,482
Between two and five years	26,976	47,324
	<u>48,458</u>	<u>68,806</u>

**20 Related party transactions**

Other than the expenses set out in note 8 there were no other disclosable related party transactions during the year (2021 - no transactions).

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

21 Cash generated from operations	2022 £	2021 £
Surplus for the year	72,577	12,751
Adjustments:		
Defined benefit scheme adjustments	(2,167)	(911)
Decrease/(increase) in stocks	1,439	(1,039)
(Increase)/decrease in debtors	(37,853)	21,015
Increase in creditors	6,291	4,461
Increase/(decrease) in deferred income	5,050	(60,773)
<b>Cash generated by/(used in) operations</b>	<b>45,337</b>	<b>(24,496)</b>

The charity had net net debt in the current or prior year.

**STOP HATE UK**

England & Wales - Charity number 1062692

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# Accounts

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**Charity Registration No. 1062692**

**Company Registration No. 03293987 (England and Wales)**

**Stop Hate UK**

**(A Company Limited By Guarantee)**

**Trustees' Report And Unaudited Financial Statements**

**For The Period Ended 31 March 2021**

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**LEGAL AND ADMINISTRATIVE INFORMATION**

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<b>Trustees</b>	G Lewis M Bousherian L Brown K Chahal B Culleton Professor J Garland Dr N Hall U Ozturk S Raza E Shin Dr J Smith M Ward Dr N Yasin	(Chair) (appointed 7 May 2021)  (resigned 7 September 2021) (resigned 7 September 2021)  (resigned 12 March 2021)       (resigned 12 March 2021)
<b>Secretary</b>	R Simkins	
<b>Charity number</b>	1062692	
<b>Company number</b>	03293987	
<b>Registered office</b>	Unit E2a Joseph's Well Hanover Walk Leeds LS3 1AB	
<b>Independent examiner</b>	Laura Masheder DChA, FCA Garbutt & Elliott LLP 33 Park Place Leeds LS1 2RY	
<b>Bankers</b>	Unity Trust Bank plc 4 Brindleyplace Birmingham B1 2HB	
<b>Solicitors</b>	Wrigleys Solicitors LLP 19 Cookridge Street Leeds LS2 3AG	

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# STOP HATE UK (A COMPANY LIMITED BY GUARANTEE) CONTENTS

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# **STOP HATE UK**

## **(A COMPANY LIMITED BY GUARANTEE)**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)**

#### **FOR THE PERIOD ENDED 31 MARCH 2021**

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The Trustees who are also Directors of the charity for the purposes of the Companies Act 2006, submit their report and independently examined financial statements for the 6 month period ended 31 March 2021.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "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)" (as amended for accounting periods commencing from 1 January 2019).

#### **Reference and Administrative Details**

The Legal and Administrative Information page forms part of this report.

#### **Objectives and activities**

##### **Our Vision**

A world which is free from hate, harassment and discrimination.

##### **Our Mission**

To combat prejudice and hate  
To support those affected  
To educate towards a hate-free society

##### **Our Ambition**

As a means of realising this vision, we seek to work towards a society in which all people affected by hate, harassment and discrimination can challenge, report and change their experience, to support and empower people who are affected by Hate Crime, harassment and discrimination, to influence and guide organisations in their responses to Hate Crime, harassment and discrimination and to develop effective partnerships with other organisations which share our vision.

Stop Hate UK continue to help to tackle all forms of Hate Crime and discrimination by ensuring every person, regardless of identity, has someone to listen, believe, and advise them. Data gathered and received in the last financial year from our independent helpline services demonstrates an increase in Hate Crime reporting. 60% of calls provided listening support, information, and advice to victims both reporting incidents and enquiring about our services. This year, our average call duration time continues to be 20-minutes which is a true testament to our dedicated specialists on the Helpline team. Stop Hate UK continue to review and develop these services year on year to provide unrivalled support for those affected.

When reviewing the aims and objectives of the charity, and in planning future activities, the Trustees have complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Commission.

#### **Achievements and performance**

##### **Our year**

The close of 2020 saw us end our 25th anniversary year. It was a bittersweet moment as we had enjoyed so much support from a wide range of supporters, but we were all still reeling from the impact of the murder of George Floyd and how Covid 19 had changed our world

This report is also strange for us as it covers the period 1 October 2020 to 31 March 2021. While our last accounting period had been extended, largely due to Covid 19, and we initially anticipated that this would be a 12-month year; because we are able to report some positive results, we have decided to move back to our previous reporting pattern and end this financial year on 31 March.

**STOP HATE UK  
(A COMPANY LIMITED BY GUARANTEE)  
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)  
FOR THE PERIOD ENDED 31 MARCH 2021**

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In the early months of 2021, we were all in another lockdown. Spirits in the country were low but with the vaccine roll out we tried to be more optimistic. Our work was able to continue due to the dedication of our teams and our ability to run all our services from home. We were able to add to the areas that can access our helpline and benefit from the increased support we had from donors.

This growth in activity led us to appoint our first Fundraising and Events Coordinator, Natalie Leal, in November 2020. They have since been promoted to Partnerships and Fundraising Coordinator and Natalie now leads on developing the many new corporate relationships, we have established. Our partners are vital to our continuation and growth and have enabled us to expand our helpline service into new areas and ensure the sustainability of our vital services.

### **Reporting and Support Services**

Stop Hate UK continues to help address all forms of Hate Crime and discrimination by ensuring every person, regardless of identity, has someone to listen, believe, and offer advice.

Data gathered and received from our independent helpline services in the 12 months to 31 March 2021 showed a 13% decrease in Hate Crime reporting. Overall, contacts were reduced by 1.5% and fewer contacts were Hate Crime reports. The Covid 19 pandemic and the subsequent lockdowns are almost wholly responsible for what is the first significant reduction of contacts in the last five years. While many Hate Crime services across the UK have been restricted because of the Covid-19 pandemic, the Stop Hate UK helpline Team, having always been remotely based, were able to adapt quickly to the pandemic, continuing to provide 24-hour support despite unprecedented circumstances.

As restrictions continued throughout the year, we saw an increase in neighbour disputes with reports of people subjected to abuse in their own gardens and private spaces. Interestingly, we noted an increase in reports from persons living in privately rented property. Moreover, while the lockdowns impacted upon the number of reports received; as the situation developed, we noted a shift in attitudes towards people perceived to be Chinese, with many of these people reporting being subjected to verbal abuse and threatening behaviour.

66% of all our calls provided listening support, information, and advice to victims both reporting incidents and enquiring about our services. In the period to 31 March 2021, our average call duration time was 17-minutes, which is a true testament to our dedicated specialists on the Helpline team. Stop Hate UK continue to annually review and develop these services to provide unrivalled support for those affected.

The highest forms of reported abuse were racism (49%), and disability (19%). It is noted that this represents a 21% increase in calls relating to race, which also reflects the shift in attitudes and behaviours exhibited towards Southeast Asian communities. 15% of reports involved more than one hate motivation.

Hate speech online is an ever-increasing issue and continues to be a strong motivator for reports with 135 contacts relating to online hate occurring across the internet, social media and networking sites.

While 60% of all contacts were made via telephone, interestingly, 39% of these were outside of 'normal' working hours, demonstrating the vital need to maintain 24/7 access to our services. Indeed, we received a contact in every hour of the day during the year.

Our provision of continuous support to those affected by Hate Crime and discrimination and our collaboration with external organisations resulted in 429 cases being reported to the police or local support agencies.

While Stop Hate UK continues to provide consistent services across locations in the UK, we welcome the recent funding allowing us to add the London Boroughs of Wandsworth and Waltham forest to our list of helpline areas."

We were also delighted to continue our outreach work in the London Borough of Sutton led by staff member Kieran Reynolds. Kieran is a great addition to our team and the extension of this funding is leading to raised awareness and reporting of Hate Crime in the borough.

# **STOP HATE UK**

## **(A COMPANY LIMITED BY GUARANTEE)**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**

#### **FOR THE PERIOD ENDED 31 MARCH 2021**

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#### **Partnerships and collaborations**

Stop Hate UK continues to grow in reach, resources, and influence as we share our expertise with people on all levels to address Hate Crime and discrimination. While there is a long-standing need for systemic and sustainable action to eradicate discrimination, the tragic and brutal killing of George Floyd has acted as a catalyst within the UK, as elsewhere, motivating people to become active 'upstanders'.

Stop Hate UK seeks to support and maintain this renewed motivation towards change.

We have therefore increased our capacity for positive collaborations across the community, corporate and education sectors, to raise awareness, facilitate inclusive practices, and create safer environments. The opening of our new London office in Deptford is therefore a significant development in facilitating these initiatives.

In November 2020, Stop Hate UK welcomed the pro-bono support of Deloitte who assisted us with the development of our corporate membership project. With more companies increasingly keen to address discrimination in the workplace, and others looking to move beyond mere compliance with anti-discriminatory laws, Stop Hate UK used the opportunity to better understand which companies would benefit from our services, and how best to deliver EDI (Equality, Diversity, and Inclusion) related services.

In March 2020, Stop Hate UK secured our first long-term strategic corporate partnership with Pulse Acacium Groups Mental Health and Xyla Digital Therapies Divisions who are engaging in a year of fundraising for the charity. To date, they have raised £3,946 of their £5,000 target.

Again, in March 2020, Stop Hate UK and End The Virus of Racism were chosen to benefit equally from sales of 'Recipes Against Racism', a community cook book created by Sachiku and Schu to raise awareness of East and South East Asian Hate. To date, the cookbook has raised more than £13,000.

We were also grateful to receive further pro bono support from a range of companies, including Wlikie and Co and Cyber Halo.

At Stop Hate UK, we know that effective partnerships with companies, organisations and communities enables us to combat crime and live in a safer world, free from hate and discrimination; Throughout 2020, we have worked at national and local levels to deliver projects, workshops, and develop strategies with the aim of educating communities, encouraging reporting, and creating more inclusive practices across sectors.

#### **Education and Training**

In a year where we were forced to live and work in isolation, we have experienced an increased demand for training and work in schools, which we have delivered within the challenging environment of Covid-19 restrictions.

We were delighted to secure funding from the WYPCC's Safer Communities Fund to deliver a project that responds directly to the desire to participate in change expressed by many after the murder of George Floyd: Many schools and organisations reviewing and revising own practice and attitudes and seeking a lead in combatting the racist behaviour that they were witnessing and with a renewed impetus to confront it. The WYPCC funding allows our project 'Shaping Futures' to visit 5 secondary schools in the West Yorkshire policing authority and facilitate open and respectful conversations around young people's perception and experience of race. The project facilitates 3 one-hour, guided conversations after which the young people identify an aspect they would like to explore further, devise a script, produce video clips, and send them to us for editing. These productions will then be shared with other schools in West Yorkshire for use in assemblies, campaigns, etc. We are also offering teachers training on recognising and responding appropriately to racist behaviour within schools.

In response to increased demand for race awareness training we have developed a 'Race, Racism and Responses in Education' course which was delivered initially for a school in Bradford who then requested 4 teaching sessions focused on diversity and Upstander activity. We are now receiving more requests to deliver this course. A Manchester high school invited us to support them in responding to complaints of racism and we have subsequently worked closely with them to review their policies and offer staff training. A further development of this project will allow us to generate training materials for classroom use, focused upon creating safe spaces for conversations about race, and increasing levels of confidence to report incidents of racism.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**  
**FOR THE PERIOD ENDED 31 MARCH 2021**

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We are also receiving increased contacts from the Higher Education sector with recent requests for training sessions for students and staff at 2 universities. We have also worked extensively with a hospital trust, focusing on Hate Crime awareness, training of ambassadors, and responding to disclosures of discrimination.

These enquiries reflect the real concern in different settings for a robust response to hateful behaviour and a tangible desire for effective change

A very significant initiative has been the authoring of two online courses for Epigeum, the digital learning arm of Oxford University Press. Our Education Development Lead, Angie Wright, authored the content for an interactive course for students: 'Tackling Harassment, being an Active Bystander' and: 'Tackling Harassment, Responding to Disclosures' for staff. These will be now marketed to universities and colleges both in the UK and Australia. The courses will support the work of institutions to challenge hate, reduce the incidence of hateful behaviour, and support first responders in dealing with reports of discrimination and Hate Crime.

We have continued to maintain and nurture our relationships with several academic institutions, in particular, following on from our partnerships in the Hatemeter.EU project, with the Fondazione Bruno Kessler in Italy, exploring the potential applications of Artificial Intelligence in the generation of counter-narratives to harmful speech manifested online.

Finally, recent, high-profile events have also significantly increased interest in the interrelationship and boundaries between 'free speech' and 'harmful speech' particularly in relation to the online space and we are therefore continuing to develop and refine training and workshops focussed upon facilitating critical reflections and conversations about the use and abuse of online platforms.

### **Fundraising**

We strive to achieve the highest fundraising standards and we value our wonderful supporters. We expect our fundraising team to act honestly and with integrity at all times and ensure we remain compliant with all the laws and guidelines that govern us.

We want to inspire trust in our supporters and ensure that all supporters have an excellent experience when donating to Stop Hate UK.

We are staying up to date with developments in charity regulation, data protection and the Fundraising Preference Service (FPS) to make sure we are legally compliant and adhering to all guidelines. Our fundraisers also follow the Institute of Fundraising's Code of Practice and we are registered with the Fundraising Regulator.

### **Financial review**

The Statement of Financial Activities shows net income for the period before actuarial gains and losses of £12,751 (2020 £98,938) and we had funds at 31 March 2021 of £104,699 (2020 £91,796), of which £99,268 (2020 £91,796) were unrestricted.

The Trustees have established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') should be sufficient to sustain the organisation in the event of a closure. The free reserves at 31 March 2021 after taking into account long term liabilities are £99,268 and it is conservatively estimated that closure costs would be in the region of £69,139. The Trustees intend to review the reserves policy each year.

The Trustees and Chief Executive are monitoring the performance of the charity very closely and are confident that the actions of the last few years have meant that the organisation is in a strong position to grow and attract future funding and therefore consider it appropriate to prepare the Financial Statements on a going concern basis.

# **STOP HATE UK**

## **(A COMPANY LIMITED BY GUARANTEE)**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**

#### **FOR THE PERIOD ENDED 31 MARCH 2021**

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#### **Risks**

Stop Hate UK recognise that the long-term impacts of the Covid pandemic crisis – on individuals, networks, partner organisations and financial resources are still unknown and along with the ongoing impact of cumulative cuts to public and private income sources, and increased uncertainties about the future of local authority presents risks

In terms of responding to these risks the Charity has established 3 new sub groups so that we can more closely scrutinise opportunity and risk and as part of this and ongoing development of the work of the Charity we are identifying alternative sources of income and have invested in fundraising from donations as well as developing new initiatives and partnerships. In terms of the Covid crisis our delivery practices are totally compatible with home working and this is leading to an increase in interest in our work with low risk to the employee team as we are practicing lone working from home. This development has increased our ability to deliver training and other packages to a wider geographical and sector audience.

#### **Plans for future periods**

Stop Hate UK will continue to tackle all forms of Hate Crime and discrimination at every level to ensure society is free from hate, harassment and discrimination, and people are valued for their unique Identity.

Whilst we await the outcome on a national decision to tackle Gender based Hate Crime, we are actively supporting people targeted in this way.

In 2021/22, Stop Hate UK will be strengthening its services by:

- Expanding our support Hub in our London based office.
- Expanding training and consultancy services in the areas Equality, Diversity and Inclusion related services offered to companies and organisations.
- Developing more anti-hate workshops with universities, schools, and colleges.
- Strengthening corporate collaboration and partnership opportunities with the aim of facilitating more inclusive spaces and practices in this sector.
- Expanding our helpline provision through attracting new areas/organisations to fund the service and also to increase the number of Hate Crime Reporting Apps.
- Launch our updated website with the support of our new Website Content Writer, Kamaria Ahmad and some amazing volunteers.
- Continue to support and nurture effective relationships with academic institutions both to assist in research and explore technological solutions to the identification, removal, and alternative responses to occurrences of harmful material appearing online.

We also hope to be able to recruit a Volunteers Manager to support and develop the growing interest in volunteering for our Charity.

#### **Structure, governance and management**

Stop Hate UK is a registered charity, constituted as a company limited by guarantee and is therefore governed by a memorandum and articles of association. The Project was established in 1995 with staff seconded from Leeds City Council and became independent of the Council in April 2000. On 6 June 2007 it changed its name from The Leeds Racial Harassment Project to Stop Hate UK and the objects clause was amended to allow activities outside Leeds.

The Trustees who served during the year under review and to date are set out on the Legal and Administrative Information page. All are eligible for re-election.

We continue to attract new Members and Trustees. We are keen to include new Trustees that bring diversity both in terms of their characteristics but also their experience and interests.

A full-time salaried Chief Executive and a Board of Trustees manage the charitable company. The Board of Trustees meets regularly to manage its affairs. All Trustees give their time voluntarily. Any expenses reclaimed by Trustees from the charity are set out in note 8 of the Financial Statements.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)**  
**FOR THE PERIOD ENDED 31 MARCH 2021**

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The Trustees consider the Chief Executive, the Director of London Services, the Director of Operations and the Manager of On-line Services, as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day to day basis.

The pay of the charity's key management personnel is reviewed annually and normally increased in accordance with average earnings. The remuneration is also bench-marked with organisations of a similar size and activity to ensure that the remuneration set is fair and not out of line with that generally paid for similar roles.

The Trustees regularly conduct their own review of the major risks to which the charity is exposed and systems have been established to mitigate those risks.

We continue to attract new Members and Trustees. We are keen to include new Trustees that bring diversity both in terms of their characteristics but also their experience and interests.

**Statement of Trustees' responsibilities**

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 charity 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:

- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity 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 charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Small Company Rules**

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

The Trustees' report was approved by the Board of Trustees.

*Graham Lewis*

.....  
**G Lewis**

Trustee

Dated: 02/11/2021

# **STOP HATE UK (A COMPANY LIMITED BY GUARANTEE) INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF STOP HATE UK**

---

I report to the Trustees on my examination of the financial statements of Stop Hate UK (the charity) for the period ended 31 March 2021.

This report is made solely to the Charity's Trustees, as a body, in accordance with Section 145 of the Charities Act 2011. My independent examination work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my independent examination work, for this report, or for the opinions I have formed.

## **Responsibilities and basis of report**

As the Trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

## **Independent examiner's statement**

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of , which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act;  
or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

*Laura Mashedor*

## **Laura Mashedor DChA, FCA**

Garbutt & Elliott LLP  
33 Park Place  
Leeds  
LS1 2RY

Dated: ..09/11/2021....

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**INCLUDING INCOME AND EXPENDITURE ACCOUNT**  
**FOR THE PERIOD ENDED 31 MARCH 2021**

		Unrestricted funds 31 March 2021 £	Restricted funds 31 March 2021 £	Total 6 months to 31 March 2021 £	Total 18 months to 30 September 2020 £
<b>Income from:</b>					
Donations and memberships	<b>3</b>	116,437	-	116,437	251,563
Charitable activities	<b>4</b>	103,747	39,672	143,419	532,181
Other trading activities	<b>5</b>	20,201	15,217	35,418	45,367
<b>Total income</b>		<b>240,385</b>	<b>54,889</b>	<b>295,274</b>	<b>829,111</b>
<b>Expenditure on:</b>					
Raising funds		7,300	-	7,300	10,944
Charitable activities	<b>6</b>	225,765	49,458	275,223	719,229
<b>Total expenditure</b>		<b>233,065</b>	<b>49,458</b>	<b>282,523</b>	<b>730,173</b>
<b>Net income before other recognised gains / (losses)</b>		<b>7,320</b>	<b>5,431</b>	<b>12,751</b>	<b>98,938</b>
<b>Other recognised gains and losses</b>					
Actuarial gain/(loss) on defined benefit pension schemes		152	-	152	(170)
<b>Net movement in funds</b>		<b>7,472</b>	<b>5,431</b>	<b>12,903</b>	<b>98,768</b>
Fund balances at 1 October 2020		91,796	-	91,796	(6,972)
<b>Fund balances at 31 March 2021</b>		<b>99,268</b>	<b>5,431</b>	<b>104,699</b>	<b>91,796</b>

The statement of financial activities includes all gains and losses recognised in the period.

The notes on pages 11 - 24 form part of these financial statements.

A fully detailed Statement of Financial Activities for the 18 month period ended 30 September 2020 is shown at note 22.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**BALANCE SHEET**  
**AS AT 31 MARCH 2021**

	Notes	31 March 2021		30 September 2020	
		£	£	£	£
<b>Current assets</b>					
Stocks	11	21,439		20,400	
Debtors	12	26,467		47,482	
Cash at bank and in hand		150,425		174,921	
				<u>242,803</u>	
		198,331			
<b>Creditors: amounts falling due within one year</b>	13	(87,084)		(143,364)	
		<u></u>		<u></u>	
Net current assets			111,247		99,439
<b>Creditors: amounts falling due after more than one year</b>	14		(6,548)		(7,643)
			<u></u>		<u></u>
<b>Net assets</b>			104,699		91,796
			<u></u>		<u></u>
<b>Income funds</b>					
Restricted funds	17		5,431		-
<u>Unrestricted funds</u>					
General unrestricted funds		108,034		101,625	
Pension reserve	16	(8,766)		(9,829)	
		<u></u>		<u></u>	
			99,268		91,796
			<u></u>		<u></u>
			104,699		91,796
			<u></u>		<u></u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the period ended 31 March 2021. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these financial statements under the requirements of the Companies Act 2006.

The directors acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on .....02/11/2021.

*Graham Lewis*

.....

**G Lewis**  
**Trustee**

**Company Registration No. 03293987**

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**STATEMENT OF CASH FLOWS**  
**FOR THE PERIOD ENDED 31 MARCH 2021**

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	Notes	2021 £	£	2020 £	£
<b>Cash flows from operating activities</b>					
Cash (used in)/generated by operations	21		(24,496)		164,555
Cash and cash equivalents at beginning of period			174,921		10,366
<b>Cash and cash equivalents at end of period</b>			<u>150,425</u>		<u>174,921</u>

# **STOP HATE UK**

## **(A COMPANY LIMITED BY GUARANTEE)**

### **NOTES TO THE FINANCIAL STATEMENTS**

#### **FOR THE PERIOD ENDED 31 MARCH 2021**

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## **1 Accounting policies**

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

### **Charity information**

Stop Hate UK is a charitable company and is a private company limited by guarantee incorporated in England and Wales. The registered office is Unit E2a, Joseph's Well, Hanover Walk, Leeds, LS3 1AB. The organisation's charity number is 1062692 and its company number is 03293987.

The company is limited by guarantee and does not have a share capital. Every member of the company undertakes to contribute such amount as may be required (not exceeding £1) to the company's assets if it should be wound up while he is a member, or within one year after he ceases to be a member, for payment of the Company's debts and liabilities contracted before he ceases to be a member, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributories amongst themselves.

### **1.1 Accounting convention**

The financial statements have been prepared in accordance with the Companies Act 2006 and "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)" (as amended for accounting periods commencing from 1 January 2019).

The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £1.

The financial statements have been prepared under the historical cost convention, modified to include certain financial instruments at fair value. The principal accounting policies adopted are set out below.

### **1.2 Going concern**

At the time of approving the financial statements, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Whilst the global economy has been significantly impacted by the COVID-19 virus, the charity still has reserves sufficient to meet its immediate requirements. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

### **1.3 Charitable funds**

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

### **1.4 Income**

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid is recognised at the time of the donation.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE PERIOD ENDED 31 MARCH 2021**

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**1 Accounting policies**

**(Continued)**

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

**1.5 Expenditure**

Expenditure is recognised in the period in which it is incurred, and includes attributable VAT which cannot be recovered:

- Charitable expenditure comprises those costs incurred by the charity in the deliverance of its activities and services for its beneficiaries. It includes both costs that can be directly allocated to such activities and those costs of an indirect nature necessary to support them.
- Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the Charity's activities.

**1.6 Tangible fixed assets**

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	25% straight line
-----------------------	-------------------

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

Fixed assets costing more than £1,000 are capitalised.

**1.7 Stocks**

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell.

**1.8 Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts.

**1.9 Financial instruments**

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

**STOP HATE UK**  
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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE PERIOD ENDED 31 MARCH 2021**

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**1 Accounting policies**

**(Continued)**

***Basic financial assets***

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

***Impairment of financial assets***

Financial assets, other than those held at fair value through income and expenditure, are assessed for indicators of impairment at each reporting date. Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected.

If an asset is impaired, the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in net income/(expenditure) for the year.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been, had the impairment not previously been recognised. The impairment reversal is recognised in net income/(expenditure) for the year.

***Derecognition of financial assets***

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

***Basic financial liabilities***

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

***Derecognition of financial liabilities***

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

**1.10 Taxation**

Stop Hate UK is a registered charity and as such is a charity within the meaning of schedule 6 of the Finance Act 2010. Accordingly, the Charity is potentially entitled to tax exemption under part 11 of the Corporation Tax Act 2010 or section 256 of the Taxation of Chargeable Gains Act 1992 in respect of income and gains arising.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE PERIOD ENDED 31 MARCH 2021**

**1 Accounting policies** **(Continued)**

**1.11 Employee benefits**

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

**1.12 Pensions**

The company contributes to the Pensions Trust's Growth Plan. The Plan is a multi employer pension plan. It is not possible in the normal course of events to identify on a reasonable and consistent basis the share of underlying assets and liabilities belonging to the charity. In accordance with Charities SORP (FRS 102) the charity recognises the liability to make payments to fund the deficit relating to past service where it has entered into an agreement to make those payments.

**1.13 Leases**

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

**2 Critical accounting estimates and judgements**

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated 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 an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

**Critical estimates**

The liability in respect of The Pension Trust Growth Plan Scheme is calculated by the Scheme Actuary in conjunction with the results of the tri-annual review of the Scheme as certified by the Scheme Actuary. The liability relating to the pension scheme is materially sensitive to changes in the underlying actuarial assumptions and estimates, particularly the rate of discount applied by the Scheme Actuary, details of which are included in note 16.

**3 Donations and memberships**

	<b>6 month period ended 31 March Unrestricted funds 2021 £</b>	<b>18 month period ended 30 September Unrestricted funds 2020 £</b>
Donations and memberships	116,437	251,563

**STOP HATE UK**  
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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE PERIOD ENDED 31 MARCH 2021**

**4 Charitable activities**

	Unrestricted funds	Restricted funds	6 month period ended 31 March total	Unrestricted funds	Restricted funds	18 month period ended 30 September total
	2021	2021	2021	2020	2020	2020
	£	£	£	£	£	£
Grants	-	39,672	39,672	-	241,609	241,609
Coronavirus Job retention Scheme	3,039	-	3,039	6,602	-	6,602
Contracts	100,708	-	100,708	283,970	-	283,970
	<u>103,747</u>	<u>39,672</u>	<u>143,419</u>	<u>290,572</u>	<u>241,609</u>	<u>532,181</u>

**5 Other trading activities**

	Unrestricted funds	Restricted funds	6 month period ended 31 March total	Unrestricted funds	Restricted funds	18 month period ended 30 September total
	2021	2021	2021	2020	2020	2020
	£	£	£	£	£	£
Trading income	17,381	15,217	32,598	27,551	5,000	32,551
Sale of promotional material	2,820	-	2,820	12,098	-	12,098
Other	-	-	-	718	-	718
	<u>20,201</u>	<u>15,217</u>	<u>35,418</u>	<u>40,367</u>	<u>5,000</u>	<u>45,367</u>

**STOP HATE UK**  
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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE PERIOD ENDED 31 MARCH 2021**

**6 Charitable expenditure**

	Note	6 month period ended 31 March total 2021 £	18 month period ended 30 September total 2020 £
Staff costs		211,103	542,087
Temporary staff costs		3,799	8,234
Interest cost – on pension liability	16	182	212
Training and other staff costs		2,776	1,079
Insurance		1,810	4,804
Travel and transport		85	15,904
Rent, rates, heat and light		19,778	36,664
Sundry equipment		5,530	11,682
Postage		915	1,858
Printing and stationery		1,809	4,722
Telephone and internet		3,765	12,984
Translation, interpretation and other contracted services		11,339	25,040
Advertising, educational material and publicity		1,794	24,201
Subscriptions and Payroll administration		4,472	12,256
Pension deficit contribution	16	(1,093)	(3,152)
		<u>268,064</u>	<u>698,575</u>
Share of support costs (see note 7)		3,318	15,456
Share of governance costs (see note 7)		3,841	5,198
		<u>275,223</u>	<u>719,229</u>
<b>Analysis by fund</b>			
Unrestricted funds		225,765	472,620
Restricted funds		49,458	246,609
		<u>275,223</u>	<u>719,229</u>

**STOP HATE UK**  
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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE PERIOD ENDED 31 MARCH 2021**

7 Support costs	Support costs	Governance costs	2021	Support costs	Governance costs	2020
	£	£	£	£	£	£
Secretarial support	993	-	993	13,106	-	13,106
Finance support	2,122	-	2,122	1,925	-	1,925
Bank charges	203	-	203	425	-	425
Accountancy fees	-	2,718	2,718	-	2,958	2,958
Legal and professional	-	1,123	1,123	-	2,240	2,240
	<u>3,318</u>	<u>3,841</u>	<u>7,159</u>	<u>15,456</u>	<u>5,198</u>	<u>20,654</u>

Independent Examination fees in the period were £1,060 (2020- £1,060) and accountancy fees paid to the examiner were £1,205 (2020- £1,405).

**8 Trustees**

The Trustees received no remuneration from the charity during the period (2020: £nil). No travel expenses were incurred by trustees in the period. (Prior period travel expenses were incurred for 6 Trustees totalling £1,176.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE PERIOD ENDED 31 MARCH 2021**

**9 Staff costs**

**Number of employees**

The average number of employees during the period was:

	<b>2021</b>	<b>2020</b>
	24	23
	<u>24</u>	<u>23</u>

**Employment costs**

	<b>Notes</b>	<b>2021</b>	<b>2020</b>
		<b>£</b>	<b>£</b>
Wages and salaries		188,569	488,943
Social security costs		14,047	30,071
Other pension costs		8,487	23,073
		<u>211,103</u>	<u>542,087</u>
Pension deficit contribution	<b>16</b>	(1,093)	(3,152)
		<u>210,010</u>	<u>538,935</u>

No employee earned £60,000 or more during the year (2020: no employees).

The Trustees consider its key management personnel comprised of the Chief Executive Officer, the Director of London Services, the Manager of On-line Services and the Director of Operations. In the 6 months to March 2021 it also included the Support Services Manager. The total employment benefits including employer pension contributions and employer's National Insurance of the key management personnel were £138,399 (2020: £388,653).

**10 Tangible fixed assets**

	<b>Fixtures and fittings</b>
	<b>£</b>
<b>Cost</b>	
At 1 October 2020	26,413
At 31 March 2021	<u>26,413</u>
<b>Depreciation and impairment</b>	
At 1 October 2020	26,413
At 31 March 2021	<u>26,413</u>
<b>Carrying amount</b>	
At 31 March 2021	<u>-</u>
At 30 September 2020	<u>-</u>

**STOP HATE UK**  
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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE PERIOD ENDED 31 MARCH 2021**

**11 Stocks**

	<b>2021</b>	<b>2020</b>
	£	£
Finished goods and goods for resale	21,439	20,400
	<u>21,439</u>	<u>20,400</u>

**12 Debtors**

	<b>2021</b>	<b>2020</b>
	£	£
<b>Amounts falling due within one year:</b>		
Trade debtors	14,760	34,561
Prepayments and accrued income	11,707	12,921
	<u>26,467</u>	<u>47,482</u>

**13 Creditors: amounts falling due within one year**

	<b>2021</b>	<b>2020</b>
	£	£
	<b>Notes</b>	
Deferred income	<b>15</b>	111,053
Short term retirement benefit obligations	<b>16</b>	2,186
Accruals		30,125
		<u>143,364</u>
		<u>87,084</u>

**14 Creditors: amounts falling due after more than one year**

	<b>2021</b>	<b>2020</b>
	£	£
	<b>Note</b>	
Long term retirement benefit obligations	<b>16</b>	7,643
		<u>7,643</u>
		<u>6,548</u>

**15 Deferred income**

	<b>2021</b>	<b>2020</b>
	£	£
Balance at 1 October 2020	111,053	105,433
Released to Statement of Financial Activities	(111,053)	(105,433)
Amount deferred in the period	50,280	111,053
	<u>50,280</u>	<u>111,053</u>

**16 Retirement benefit schemes**

**Defined contribution schemes**

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

**STOP HATE UK**  
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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE PERIOD ENDED 31 MARCH 2021**

**16 Retirement benefit schemes**

**(Continued)**

**Defined benefit schemes**

The charity participates in The Pension Trust Growth Plan Scheme, a multi-employer scheme which provides benefits to some 950 non-associated participating employers. The scheme is a defined benefit scheme in the UK.

Where the Scheme is in deficit and where the charity has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

**Key Assumptions**

	<b>Year to 31 March 2021 %</b>	<b>Year to 31 March 2020 %</b>	<b>Year to 31 March 2019 %</b>
<b>Discount rate</b>	0.66	2.53	1.39
<b>Income and expenditure impact</b>		<b>2021 £</b>	<b>2020 £</b>
Interest expense		182	212
Re-measurements - impact of changes in actuarial assumptions		(152)	170
Total cost		<u>30</u>	<u>382</u>
Movements in the present value of defined benefit obligations:		<b>2021 £</b>	<b>2020 £</b>
Liabilities at 1 October 2020		9,829	12,599
Unwinding of the discount factor (interest expense)		182	212
Deficit contribution paid		(1,093)	(3,152)
Remeasurements - impact of any change in assumptions		(152)	170
At 31 March 2021		<u>8,766</u>	<u>9,829</u>

**STOP HATE UK**  
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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE PERIOD ENDED 31 MARCH 2021**

**17 Restricted funds**

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

Current period	Balance at 1 October 2020	Movement in funds		Balance at 31 March 2021
		Income	Expenditure	
	£	£	£	£
Safer Leeds	-	7,500	(7,500)	-
PSNI - No hate speech project	-	10,000	(10,000)	-
WPC 19	-	5,985	(554)	5,431
Sutton Outreach	-	26,187	(26,187)	-
Sutton Training	-	5,217	(5,217)	-
	-	54,889	(49,458)	5,431

Purpose of funds:

National Holocaust Centre - To provide educational services.

Safer Leeds - Towards promotion of community tolerance and respect.

Hatemeter - To provide data, consultancy, training and testing in relation to the design and development of a software tool intended to identify and offer responses to online Islamophobic messages.

PSNI: No Hate Speech Project - To develop and implement an effective Counter Narrative strategy to challenge online Hate Speech.

MOPAC - To provide for the development of an online resource for young people and consultancy and support services for the Metropolitan Police 'Online hub'.

True Vision Facing Facts – To revise and review the police online training package on hate crime to ensure it is suitable for civic society.

True Vision Symbols - To gather and input images and information relating to hate groups.

WYPCC 19 - A project to engage young people, teachers and youth leaders to collaborate in identifying and addressing challenges for developing an anti-racist mind-set.

Sutton Outreach - To deliver a more connected, sustainable, and resilient response to hate crime in Sutton by delivering a project that will increase awareness of Hate Crime, offer support to people experiencing or witnessing it and let residents know how to report it.

Sutton Training - To provide training within the Sutton area.

MHCLG - To recruit, train and support volunteers and staff seconded to the 'Online Hate Team' to engage in disseminating counter-narratives and challenging harmful online behaviours which may become normalised and lead to physical acts of hate crime.

**STOP HATE UK**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE PERIOD ENDED 31 MARCH 2021**

**17 Restricted funds**

**(Continued)**

Prior period	Movement in funds			Balance at 30 September 2020
	Balance at 1 April 2019	Income	Expenditure	
	£	£	£	£
National Holocaust Centre	-	53,386	(53,386)	-
MHCLG	-	50,000	(50,000)	-
Safer Leeds	-	22,500	(22,500)	-
Hate Meter	-	11,121	(11,121)	-
PSNI - No hate speech project	-	30,000	(30,000)	-
MOPAC	-	40,000	(40,000)	-
True Vision Facing Facts	-	5,000	(5,000)	-
True Vision Symbols	-	5,000	(5,000)	-
Sutton Outreach	-	14,819	(14,819)	-
Sutton Training	-	14,783	(14,783)	-
	-	246,609	(246,609)	-

**18 Analysis of net assets between funds**

	Net current assets	Creditors over one year	Total
	£	£	£
<b>Current period</b>			
Restricted funds	5,431	-	5,431
Unrestricted funds	105,816	(6,548)	99,268
	111,247	(6,548)	104,699
<b>Prior period</b>			
Unrestricted funds	99,439	(7,643)	91,796
	99,439	(7,643)	91,796

**STOP HATE UK**  
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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE PERIOD ENDED 31 MARCH 2021**

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**19 Operating lease commitments**

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	<b>2021</b>	<b>2020</b>
	£	£
Within one year	21,482	21,482
Between two and five years	47,324	57,465
	<u>68,806</u>	<u>78,947</u>

**20 Related party transactions**

Other than the expenses set out in note 8 there were no other disclosable related party transactions during the period (2020 - no transactions).

**21 Cash generated from operations**

	<b>2021</b>	<b>2020</b>
	£	£
Surplus for the period	12,751	98,938
Adjustments:		
Defined benefit scheme adjustments	(3,097)	(2,940)
(Increase)/decrease in stocks	(1,039)	5,637
Decrease in debtors	21,015	41,105
Increase in creditors	4,461	16,195
(Decrease)/increase in deferred income	(58,587)	5,620
<b>Cash (used in)/generated by operations</b>	<u>(24,496)</u>	<u>164,555</u>

**STOP HATE UK**  
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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE PERIOD ENDED 31 MARCH 2021**

**22 Comparative Statement of Financial Activities**

	Unrestricted funds £	Restricted funds £	Total 2020 £
<b><u>Income from:</u></b>			
Donations and memberships	251,563	-	251,563
Charitable activities	290,572	241,609	532,181
Other trading activities	40,367	5,000	45,367
	<hr/>	<hr/>	<hr/>
<b>Total income</b>	582,502	246,609	829,111
	<hr/>	<hr/>	<hr/>
<b><u>Expenditure on:</u></b>			
<b>Raising funds</b>	10,944	-	10,944
	<hr/>	<hr/>	<hr/>
Charitable activities	472,620	246,609	719,229
	<hr/>	<hr/>	<hr/>
<b>Total expenditure</b>	483,564	246,609	730,173
	<hr/>	<hr/>	<hr/>
<b>Net income before other recognised losses</b>	98,938	-	98,938
Actuarial loss on defined benefit pension schemes	(170)	-	(170)
	<hr/>	<hr/>	<hr/>
<b>Net movement in funds</b>	98,768	-	98,768
Fund balances at 1 April 2019	(6,972)	-	(6,972)
	<hr/>	<hr/>	<hr/>
<b>Fund balances at 30 September 2020</b>	91,796	-	91,796
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>








# Stop Hate UK year end accounts

Final Audit Report

2021-11-09

Created:	2021-11-01
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