

LYMPHOMA ACTION

England & Wales · Charity number 1068395

Details

Other names	LYMPHOMA ASSOCIATION
Status	Registered
Legal form	Charitable company
Company number	03518755
Registered	1998-03-02
Register	View on the Charity Commission register

Contact

Address	Lymphoma Action Unit 3 Bell Business Park Smeaton Close Aylesbury Buckingham
Phone	01296619400
Email	enquiries@lymphoma-action.org.uk
Website	www.lymphoma-action.org.uk

Activities

Objects: 1) THE RELIEF OF SUFFERING BY PERSONS WITH LYMPHOMAS AND OTHER BLOOD CANCERS BY PROVIDING INFORMATION, PSYCHOLOGICAL SUPPORT AND TREATMENT 2) THE PROMOTION, FUNDING AND PUBLICATION OF RESEARCH INTO LYMPHOMAS AND OTHER BLOOD CANCERS, INCLUDING THE CAUSES, THE TREATMENTS AND TREATMENT OUTCOMES3) ACTIVITIES TO RAISE THE AWARENESS OF LYMPHOMAS AND OTHER BLOOD CANCERS, TO ENCOURAGE THE ALLOCATION OF RESOURCES TO THEIR TREATMENT AND RESEARCH AND TO ALLOW MORE PEOPLE TO ACCESS THE LYMPHOMA ASSOCIATION'S SERVICES.

Activities: To ensure that those affected by lymphomas have access to relevant, accurate and timely information and support.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Other Charitable Purposes
- **Who:** Other Defined Groups, The General Public/mankind

Geography

- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-12-31	£2,863,035	£2,487,482	£4,401,472	44
2024-12-31	£2,648,919	£2,183,128	£4,025,919	42
2023-12-31	£2,205,750	£2,122,123	£3,560,128	39
2022-12-31	£2,079,892	£1,812,885	£3,476,501	33
2021-12-31	£3,493,925	£1,480,547	£3,209,495	31
2020-12-31	£1,722,280	£1,392,738	£1,196,117	31

Trustees

Name	Role	Appointed
MARK HARRISON	Chair	2011-07-05
Charlotte Locks-Moro		2024-02-08
Christina Marie Kirby		2023-11-20
Dr Cathy Burton		2018-05-14
James Cray		2020-07-20
Melanie Joanne Brittain		2025-02-05
Shaf Charles Mansour		2021-05-10
Susan Frances Daniels		2022-07-18

Accounts

Annual Report & Accounts for the year ending 31 December 2025

Inform | Trusted information and educational resources
Support | Outstanding support services
Connect | An established lymphoma community

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Company Registration No 03518755

Charity Registration (England and Wales) No 1068395 (Scotland) No SC045850

Welcome

I'm delighted to present our 2025 Annual Report and Accounts.

2025 was hugely successful for Lymphoma Action and there were many highlights as we worked to raise our profile, broaden our reach and increase our support for people affected by lymphoma.

The year saw the continued development of new services, including our Preparing for Treatment Service. We launched Lymphoma Essentials, our new educational resource for healthcare professionals. Investment in Peer Support Services meant that we could deliver more support meetings, grow our Facebook Support Group membership, and increase the number of our Buddy links. We saw the impact of our investment in different activity areas with increased income from fundraising, greater social media engagement and continued development of our website to provide the high quality, trusted information we are known for.



It was wonderful to see so many of our community at our Lymphoma Information Days back in the Spring, which aimed to inform, support and connect people affected by lymphoma. Members of our community shared their lymphoma experiences as part of our Let's talk lymphoma campaign, which returned during Blood Cancer Awareness Month in September and saw more people than ever spread the word about lymphoma to family, friends and colleagues.

We built on our patient and public affairs work through our continued support of the National Non-Hodgkin Lymphoma Audit and starting work on the development of a Best Practice Timed Pathway (BPTP) for lymphoma. We hope a BPTP will lead to faster diagnosis, more coordinated treatment and care, and better support for patients.

From the whole team here at Lymphoma Action, we want to thank everyone who has supported our work this year. In looking back on 2025, we offer our heartfelt thanks and appreciation to our volunteer community who make so many of our activities possible. We owe a debt of gratitude to Lord Menzies Campbell, who sadly passed away in 2025, for his generosity, dedication and support as our Patron for many years.

As we head into 2026, we will be looking to our revised long-term strategy to support our ambitions for continued growth and development. Our aims are to deliver bigger awareness raising campaigns, secure more policy wins and keep developing the services our community needs.

Mark Harrison
Chair of the Board of Trustees
Lymphoma Action

Who we are and what we do

Lymphoma Action was established in 1986 and is the UK's leading charity dedicated to lymphoma, the most common blood cancer. We are here for everyone affected by lymphoma and provide expert information, dedicated support and a community that understands – right from day one. We also support healthcare professionals and advocate for better treatment and care.

Our vision

Everyone affected by lymphoma will receive the best possible support, treatment and care.

Our mission

Through information, education, support and influence, we will make sure no one has to face lymphoma alone.

Our goals



People **understand lymphoma** and are able to **better manage their health**.



People affected by lymphoma have **improved wellbeing and emotional resilience**.



People affected by lymphoma experience **a strong sense of community and belonging**.



People affected by lymphoma know who we are and **contribute to our collective voice**.



Enablers: Increasing our impact by having the right people, systems and financial resilience.

Our values

Focused – we are dedicated to the needs of those affected by lymphoma.

Empowering – we build confidence to make change happen.

Trusted – we use our expertise to deliver quality services.

Innovative – we look to a better future for people affected by lymphoma.

Collaborative – we are inclusive and value our partnerships.

Our year in numbers

Inform



28,598

information books
sent



1,473,472

health information
page views



9,954

downloads across our
podcast series with **six**
new episodes released



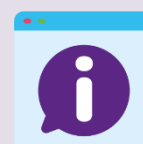
93,036

Lymphoma Matters
magazines sent



24,099

Lymphoma TrialsLink
page views



126

information blog posts
published

Support



1,144

Helpline Service
interactions



205

people attended **26** Live Your
Life events



385

Preparing for Treatment
Service users



467

healthcare professionals registered for
online Lymphoma Management
course



196

registered users for online Lymphoma
Essentials course for healthcare
professionals

Connect



50

Buddy links



320

Online Support Meetings



250

active volunteers



6,186

members in
Facebook Support Group



134

people attended our **four** Lymphoma
Information Days

Advocate



63,719

total social media
followers



877,859

engagements on
social media



883,618

online views of our
symptoms information



1,237

people took part in our Let's Talk
Lymphoma campaign during Blood
Cancer Awareness Month



15

active Health Technology
Assessments

Our objectives and achievements

2025 provided us with opportunities to increase our reach and impact through the continued development of services and new educational resources. Here we summarise progress against our main goals.

1. People understand lymphoma and are able to better manage their health.

Objective

Provide trusted, quality information about lymphoma in a range of formats.

Key achievements

- Reviewed and reprinted three information books, with 28,598 distributed.
- Revised 51 medical information web pages, with our health information pages receiving 1.4 million views overall.
- Maintained our PIF TICK accreditation following an annual re-assessment, demonstrating our provision of trusted health and care information
- Produced three editions of *Lymphoma Matters* magazine. 61,268 copies were sent electronically, and a further 31,768 printed copies were sent in the post free of charge.
- Published 126 blog posts providing updates on our activities, and in response to external health-related development.
- Produced six new *Lymphoma Voices* podcast episodes covering a range of lymphoma-related topics through discussions with medical experts and people with lived experience.



Objective

Improve the accessibility of our information and the infrastructure to support it.

Key achievements

- Completed a user experience audit of our website, and embedded an accessibility toolbar to provide speech, reading and translation tools to help people access and understand the information they need.
- 1,045 views of our three animations translated into Punjabi, Polish and Romanian.

Objective

Develop new resources in response to the needs of our community and medical advancement.

Key achievements

- Added a new book: *CAR-T cell therapy* to our suite of information resources.
- By the end of the year, 74 open trials were listed on our TrialsLink database, with our Lymphoma TrialsLink webpage receiving over 24,000 views from people looking for information about clinical trials for people affected by lymphoma.

2. People affected by lymphoma have improved wellbeing and emotional resilience.

Objective

Support healthcare professionals to provide the best treatment and care for patients, launching a new service as part of our education programme.

Key achievements

- Launched Lymphoma Essentials, an educational resource for healthcare professionals new to lymphoma, which saw 196 users at year end.
- 467 healthcare professionals registered for our online Lymphoma Management Course to learn about the latest lymphoma developments.
- Provided specialist information and communications to healthcare professionals and extended our reach to Macmillan teams and Maggie's centres. Held 58 meetings with specialist nursing teams across the UK to raise awareness of our services and information resources.

Objective

Further develop our services to support people affected by lymphoma, including for those newly diagnosed or preparing for treatment.

Key achievements

- Added three new modules to our Preparing for Treatment Service, which

cover nutrition and eating well, keeping active and fertility preservation. 385 people signed up to access helpful information ahead of lymphoma treatment for themselves, loved ones or patients.

- Launched the pilot phase for our Care Kit programme, a carefully curated package of items that people might find helpful, supportive or comforting when going through treatment.
- Developed our Newly Diagnosed Programme to offer information and support sessions to people who are in the very early stages of a lymphoma diagnosis.

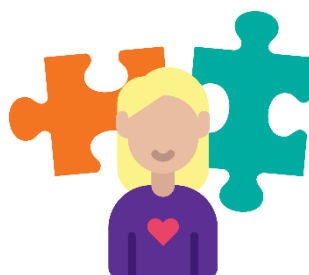
Objective

Provide hybrid services that support the emotional needs of people affected by lymphoma.

Key achievements

- 258 people supported by our Live your Life programme through 26 online and in-person workshops, and our mini course.
- Our Helpline Service supported 1,144 interactions via phone, email and Live Chat.

“ I was desperate when I called your Helpline and feel so much better having spoken to you.



94% of people who attended a Live your Life course felt better able to cope with the emotional aspects of a lymphoma diagnosis.

3. People affected by lymphoma experience a strong sense of community and belonging.

Objective

Provide a programme of events and meetings which connect people affected by lymphoma with each other and the charity.

Key achievements

- Expanded our suite of Online Support Meetings to include five new topic areas, delivering a total of 296 meetings with 1,406 attendances.
- Held 24 Special Focus Support Meetings, with 670 people joining us for information and support about specific lymphoma-related topics.
- Held four in-person Lymphoma Information Days attended by 134 people wanting to hear from medical experts, meet others affected by lymphoma and share experiences.

“ *I'm amazed at the length of service of some volunteers. A testament to the charity itself and the support you give to volunteers to enable them to carry out their role.*



“ *The support from the wonderful Facebook Support Group is beyond words and has been a great help to me.*



Objective

Empower people to forge direct and meaningful connections with each other for peer support.

Key achievements

- 1,057 people joined our Facebook Support Group to connect with others, taking the total group membership to 6,186.
- Made 50 successful Buddy links to offer peer support to people from those with a similar lived experience of lymphoma.

Objective

Enable those affected by lymphoma to shape the work of the charity.

Key achievements

- Our 250 volunteers took part in 1,139 activities and provided 4,873 hours of their time to support our work.
- Introduced a new Volunteer Management System to provide streamlined, efficient support to our community.
- Awarded 39 volunteers for their length of service, and six for their outstanding contribution at our annual Volunteer Recognition Awards ceremony.
- Engaged with our wider community, including our Insights Panel and medical colleagues to gain insights and feedback on our information provision.

4. People affected by lymphoma know who we are and contribute to our collective voice.

Objective

Collaborate with our partners to be the positive force for change in the blood cancer sector.

Key achievements

- Represented the patient experience in 13 Health Technology Assessments (HTAs) with the National Institute for Health and Care Excellence (NICE), and two with the Scottish Medicines Consortium (SMC). Seven treatments went on to receive a positive recommendation (five with NICE and two with the SMC).
- Represented people affected by lymphoma at industry partner meetings, at patient and charity forums and in key working groups.
- Presented our HTA work at the Lymphoma Coalition global summit.

Objective

Focus on the needs of our community to support developments in the diagnosis, treatment and care of lymphoma.

Key achievements

- Continued to support the National Cancer Audit Collaborating Centre (NATCAN) with the National Non-Hodgkin Lymphoma Audit (NNHLA) and started work with the NHS England Cancer Programme, Leukaemia UK and Myeloma UK in the development of a Best Practice Timed Pathway for lymphoma.
- Supported patient and public involvement in several projects including the UK Blood Cancer Biobank and SEARCH (a lung cancer screening

project for people who have had lymphoma).

- Campaigned as part of the One Cancer Voice coalition of charities for a comprehensive, fully funded National Cancer Plan that meets the essential steps required to tackle cancer effectively.

Objective

Raise awareness of lymphoma and the vital work that we do.

Key achievements

- Our Let's talk lymphoma campaign for Blood Cancer Awareness Month (BCAM) in September ran for its third consecutive year, with 1,237 people requesting our campaign packs to spread the word about lymphoma to family, friends and colleagues. 
- Published 35 personal stories on our website from people sharing their experience of lymphoma to support others and raise awareness. Work also began on a new lived experience film, due for release in 2026.
- Achieved 391 media mentions, including articles featured in eight magazine titles, a segment on daytime television, and news interviews on both national and regional broadcast channels with supporters and spokespeople.
- Sent over 5,750 messages on social media offering support and signposting to our trusted information in response to the needs of our community, engaging with policymakers and our healthcare and charity partners, and thanking our amazing #TeamLymphoma fundraisers.

5. Enablers: Increase our impact by having the right people, systems and financial resilience.

Objective

Ensure that the organisation has robust and secure digital capabilities.

Key achievements

- Continued our focus on cyber security and vigilance through staff training, policy reviews and working with our IT provider to ensure our technical infrastructure is robust.
- Further developed our guidance, policies and processes to improve AI use and literacy across the organisation and understand its impact on our work and beneficiaries.
- Completed a number of data protection improvements and recruited a Data and Insights Lead to improve our data and impact reporting.

Objective

Have the most effective governance and people to increase the impact of the charity.

Key achievements

- Developed our long-term strategy for 2026-2029, to support our vision that everyone affected by lymphoma will receive the best possible support, treatment and care.
- Continued the implementation of our strategic plan to spend designated reserves through the development of new and existing services.
- Supported our staff with training and development opportunities and increasing team capacity.

- Expanded our team of trained Mental Health First Aiders and reviewed our Employee Assistance Programme to maintain our focus on staff wellbeing.

Objective

Fundraise ethically and effectively to support the work of the charity.

Key achievements

- Raised £2,863,035 through a diverse set of fundraising income streams.
- Implemented the new Code of Fundraising Practice from the Fundraising Regulator.
- Undertook a review of trusts and individual giving.
- Increased capacity within the fundraising team to build more meaningful relationships across corporate, community and events.

“Thank you for the amazing work you do helping others. Hand on heart, you all do an amazing job.”



Thank you to our fundraisers

2025 was another very successful year for fundraising, with more than £2.8 million raised to inform, support and connect people affected by lymphoma and to advocate on their behalf.

We are so grateful to everyone who chose to make donations of all sizes to support our work, whether given in recognition of our information and support, in memory of a loved one, in response to an appeal or through regular monthly donations. Together, these donors contributed **£387,251**.

Generous gifts were received from major donors and trusts and foundations in 2025, totalling **£127,961**. These contributions enabled us to maintain and develop our services, as well as funding new initiatives such as the pilot of our Care Kit programme and the development of a Best Practice Timed Pathway for blood cancers.

We are always amazed by the lengths that some people will go to for their fundraising. Hundreds of people ran, walk, cycled, swam and took on a whole host of challenges to raise **£639,950** for the Charity. Highlights included 65 runners taking on the world's largest marathon in London, raising **£207,000**. 495 walkers joined us for our Bridges of London walk, with 48 completing walks in their own local area – together they raised **£86,428**. 26 people took part in Sir Chris Hoy's inaugural Tour de 4 cycle event in Glasgow, raising over **£35,000**.

Our community came together in other ways too, hosting bake sales, holding celebrations, organising head shaves and raising funds and awareness in schools, colleges and universities. Together, they



raised the profile of lymphoma, increased awareness of the symptoms, and raised **£238,663** to fund vital information and support. Alongside them, our corporate partners played a vital role, contributing **£270,651** through grants, sponsorship and employee fundraising. By engaging their teams and championing the Charity in their workplaces, they helped extend our reach and deepen our impact.

As always, gifts in Wills were an important source of income for the Charity, with more than 30 supporters leaving legacies totalling **£838,782** to fund information, support and connection for those who will face lymphoma in the future.

Thank you so much to everyone who has supported Lymphoma Action this year, however you've chosen to do it. You have helped us be here for everyone affected by lymphoma, providing expert information, dedicated support and a community that understands – right from day one.



Reflections and lessons learnt

2025 was a year of development, growth and consolidation for Lymphoma Action. We saw a step change as we moved from piloting to embedding new services and activities into our day-to-day operations. We were mindful of some of the challenges that come with trying new things such as the need for clear evaluation, proper resourcing and consistent delivery to make our work sustainable. It was an exciting year as we welcomed new faces to our growing team, and it was important to us to use this time to reinforce the positive culture that our staff have so valued over the years. Listening to, engaging with, and connecting our staff will all remain key priorities as we grow further.

Once again, the lived experience of our community was central to informing our work across services, communications and advocacy. Whilst we see this as a crucial aspect of how we work, we were mindful of our responsibility to handle lived experience with care, recognising the need to manage expectations sensitively and ensuring that contributors are supported.

Our strong financial position in 2025 provided welcome opportunity alongside stability. We wanted to make clear, strategic choices about where and how to invest some of our reserves for the greatest long-term impact. Our decision to invest in our key objective to raise awareness of lymphoma and the work we do was shaped by recognising the need to raise the profile of lymphoma amongst the general population. Whilst this work will come to fruition in 2026 and beyond, we laid a lot of groundwork in 2025 planning, scoping and researching how to do this well.

Digital development, data insights and the rapid emergence of AI featured prominently throughout the year. While these developments offer significant opportunities, we also learnt the importance of taking a considered, values-led approach. We know that the rapid movement of technology can have a great impact on our digital engagement, cyber security and how people use our services. So, whilst we needed to be continually responsive to those issues, it was also important to move thoughtfully. We invested in skills, governance and understanding rather than adopting innovation too quickly for fear of missing an opportunity. Involving our community and staff was crucial, so that we all felt comfortable with how we adapted to technological change in an increasingly complex environment.

As the Charity moves towards becoming a £3m+ organisation, we are aware that growth leads to greater complexity, as reflected in our governance, our financial resilience and in greater expectations from funders, staff and our community. We have learnt that strong frameworks, open dialogue and mutual trust are key to making informed decisions in an increasingly uncertain environment, and these reflections will inform our priorities in the years ahead.

Our plans for the future

In 2025, we developed our long-term strategy for 2026-2029. As a result, we have amended the focus of some of our strategic aims for 2026 and beyond. We are pleased to share these revised set of core goals that will be used to plan our activities for the coming year.

Our strategic aims

1. People understand lymphoma and are able to better manage their health.

- Provide clear, quality and trusted information about lymphoma, developed with experts and shaped by the experiences of our community.
- Improve the accessibility of our information, our range of formats and how we use technology to meet the needs of as many people as possible.
- Develop new resources which empower our community and respond to their unique needs.

2. People affected by lymphoma have improved wellbeing and emotional resilience.

- Reach more healthcare professionals with the support they need so people affected by lymphoma get the right care and support from the start.
- Further develop services which give tailored support at each stage of the lymphoma experience.
- Provide services which support the emotional wellbeing of people diagnosed with lymphoma and those close to them.



3. People affected by lymphoma experience a strong sense of community and belonging.

- Foster a welcoming, inclusive community where people affected by lymphoma feel seen, heard and connected to us.
- Create safe spaces where people can share experiences, build connections and support one another.
- Make volunteering accessible and rewarding, recognising the vital role volunteers play in strengthening our impact.



4. People affected by lymphoma know who we are and contribute to our collective voice.

- Be a positive voice for change and represent people affected by lymphoma in the conversations that shape their care.
- Support developments in the diagnosis, treatment and care of lymphoma and respond effectively to national priorities.
- Increase our ability to raise awareness of lymphoma, its symptoms and the work we do through bold and ambitious campaigns.

Enablers: Increasing our impact by having the right people, systems and financial resilience.

- Ensure that the Charity makes the most impact and has effective digital and data strategies.
- Ensure effective governance and invest in developing our team to increase the impact of the Charity.
- Fundraise ethically and effectively to support the work of the Charity and sustain our development.

Governance, structure and management

Constitution

Lymphoma Action is incorporated as a charitable company limited by guarantee and is a registered charity in England, Wales and Scotland. It is governed by its Memorandum and Articles of Association, and the work, management, finances and strategy of the Charity are overseen by a Board of Trustees, who are also the Company Directors. The Trustees who held office during the financial year 2025 and at the date of the report are set out on page 52.

A minimum of four Trustees and a maximum of 11 Trustees in office at any one time are required by the Articles of Association. At every Annual General Meeting (AGM) four Trustees retire by rotation but are eligible for re-election. There is no restriction on the term of tenure as a Trustee. Trustees do not receive remuneration for their duties.

Purpose

The Charity's purposes are set out in its Memorandum of Association:

- The relief of suffering of persons affected by lymphoma and other blood cancers by providing information, psychological support and treatment.
- The promotion, funding and publication of research into lymphomas and other blood cancers, including the causes, the treatments and treatment outcomes.
- Activities to raise the awareness of lymphoma and other blood cancers, to encourage the allocation of resources to their treatment and research and to allow more people to access Lymphoma Action's services.

Public benefit

We **inform** people by providing the information and literature they need to understand the complexities of their type of cancer and the different treatment options.

We **support** anyone affected through a range of support services, including our confidential phone and LiveChat support line, peer support and education events.

We **connect** people to the best resources available and to others who understand what they are going through, including through our Buddy Service and support meetings.

A diagnosis of lymphoma changes lives, whether a person is diagnosed themselves or caring for a loved one. We are often the first point of contact and continue to be there for people throughout their experience of lymphoma. Despite more than 18,000 people in the UK being

diagnosed with lymphoma each year, many people know little about lymphoma. Therefore, as well as providing information and support services, we represent the interests and voice of people affected by lymphoma in areas of policy and raise awareness of lymphoma as a blood cancer.

The Trustees review the aims, objectives and activities of the Charity each year. This report looks at what the Charity has achieved and the outcomes of its work in the reporting period. The Trustees report the success of each key activity and the benefits the Charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the Charity's aims, objectives and activities remained focused on its stated purposes.

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

Board and management operations and structure

Board of Trustees

The Board of Trustees meets four times a year to review the organisation's work, finances and services, and to agree the strategic goals for the Charity. The Chief Executive and Senior Management Team attend all meetings.

The Board has a Trustee/Senior Management Team awayday every year which allows the Board to review aspects of governance, effectiveness and its operations alongside discussions around strategic direction. We have a diverse Board with many trustees who have joined in the last few years and a couple of longer standing trustees who help to maintain continuity and institutional knowledge of Lymphoma Action. In 2026 the Board will be reviewing its operations against the refreshed Charity Governance Code and will consider aspects of Board effectiveness as a priority area.

The Charity also has a Finance and Risk sub-Committee to the Board. The Committee, comprising three Trustees including the Treasurer, has specific responsibility for overseeing and reviewing the organisation's financial operation and risk management. It usually meets four times a year, with the Chief Executive, the Director of Finance and the Director of Fundraising and Communications in attendance.

In addition, a Remuneration Committee, comprising three Trustees, including the Chair of the Board, the Treasurer and one other Trustee (preferably with HR expertise), meets once a year to make recommendations on setting pay awards, salary levels and to review the Chief Executive's salary.

Recruitment and appointment of new Trustees

A review of the recruitment needs of the Board of Trustees is conducted under the leadership of the Chair, including a skills audit of the current knowledge, experience, skills and abilities and how they will be affected by any Trustee departures in the future. We work with specialist agencies to advertise any Trustee vacancies nationally and via relevant professional and organisational networks, depending upon the expertise and specialisms required.

Applicants are shortlisted against the criteria in the person specification for the role of Trustee, including any specific qualities highlighted during the above audit. Shortlisted applicants are invited for interview by at least two Trustees, one of whom will be the Chair. Shortlisted applicants are only appointed where they have the necessary skills and qualities to contribute effectively to the Charity's management and development.

The Charity aims to have the following represented on the Board of Trustees in terms of personal knowledge or experience: lymphoma (directly or indirectly); medical or clinical practice; financial management or investment (with preferably a recognised accountancy or auditing qualification); governance and risk management; fundraising; strategic planning, human resources; public relations; media and communications; lobbying and campaigning; sales or marketing; NHS and/or cancer policy; change management; digital/information technology; monitoring and evaluating performance.

All new Trustees receive a comprehensive induction, which includes detailed information about the Charity, including its Memorandum and Articles, accounts, financial reports and minutes of previous Board and Committee meetings. In addition, Trustees attend an induction process, where they are briefed by the Chief Executive and key staff members on all aspects of the Charity's operations, staffing and organisational management.

Under the Charity's Diversity and Inclusion Framework the Board of Trustees is committed to ensuring that the Charity's leadership better reflects the communities that we are here to serve. This manifests itself in a commitment to principles of equity, diversity and inclusion and an ongoing review of the Trustee recruitment process so that there is diversity of thought and experience reflected on the Board. New Trustees are provided with a 'Guide for Trustees' which acts as a manual and gives them an overview of the Charity and their governance responsibilities. This includes an emphasis on their duties to foster equity diversity and inclusion at Lymphoma Action.

Management and organisation

Day-to-day operation of the Charity, and strategy implementation, is delegated by the Board to the Chief Executive, with the support of the Senior Management Team.

The Senior Management Team is comprised of:

Chief Executive, Ropinder Gill

Director of Services, Dallas Pounds

Director of Finance, Jim Howson

Director of Fundraising and Communications, Deborah Laing

Related parties

The only related parties are considered to be the Trustees and those connected with the Trustees including their close family, business and other charity interests. There have been no transactions with related parties, other than the reimbursement of any reasonable expenses for the purposes of attendance at Board meetings and other relevant organisational activities.

Remuneration policy

The Board of Trustees formally reviewed and re-approved the Charity's Remuneration Policy following a meeting on the 28 February 2025. The policy can be summarised as follows:

Lymphoma Action is committed to ensuring that we pay our staff fairly and in a way that ensures we attract and retain the right skills to have the greatest impact in delivering our charitable objectives. We also recognise that pay is part of a wider employment offer to staff which includes, amongst others, satisfaction of working for a charity, personal development, good working practices and a range of other benefits.

To ensure we pay a fair salary that is competitive within the charitable sector, we monitor sector pay levels using a benchmarked market pay system. We also ensure that pay is proportionate to the complexity of each role, in line with our organisational objectives and without discrimination on grounds of protected characteristics as set out in the Equality Act 2010.

As set out in detail in the full policy, Lymphoma Action aims to provide remuneration which:

- Rewards staff with pay in line with the market rate for the charitable sector for the contribution they make.
- Is affordable and appropriate to the income, size and nature of Lymphoma Action as a charity.
- Takes account of the skills, knowledge and experience required of staff.
- Reflects the values of Lymphoma Action and its general needs and reputation.
- Considers the current strategic plans and business needs and/or future needs.
- Upholds a maximum remuneration ratio of 3:1 between its highest paid member of staff and the median salary level.
- Is fair and transparent.
- Always meets our statutory obligations on national minimum pay rates.

A review of salaries normally takes place annually in March/April to take effect from the January before and, if changes are to be made, staff are advised in writing of the amount and the date from which it takes effect.

A salary review does not imply an increase and, in making any pay award, the review will be based on the organisation's financial health. The remuneration policy is reviewed annually, and a Remuneration Committee oversees its application, providing advice to the full Board.

The Board of Trustees is committed to including the following information within its annual statutory accounts:

- A summary statement of the organisation's remuneration policy and approach to senior executive pay.
- Disclosure of the number of staff in receipt of more than £60,000 per annum (in bands of £10,000), and the collective total benefits (including pension payments) paid to 'key management personnel' (which we have defined as the Senior Management Team), in line with the accounting Statement of Recommended Practice 2015 for charities. Given the organisation's size, the Board of Trustees does not believe it is appropriate to disclose the actual/personal salary of any individual member of staff, including senior executives, to the public.
- Disclosure of pensions and other staff benefits.

Overall risk appetite statement

Risk assessment and management

The Board of Trustees, supplemented by the Finance and Risk Committee, is responsible for setting and monitoring risk appetite, balancing our need to be sustainable with our desire to meet our strategic objectives. We understand that taking risks, when well assessed and managed, is healthy – often leading to innovation, improvement and growth and that, when taking risks, we must do so in an open and transparent way.

Lymphoma Action operates a dynamic approach to risk assessment with each of the seven Board level risks 'owned' by a senior manager and actively managed. 2025 marked a shift to actively scrutinising and accepting some risk as linked to strategic growth whilst also ensuring that known risks were explicitly understood and mitigated. The risk matrix, showing all the risks relative to each other and our risk appetite, is regularly reviewed by the Finance and Risk Committee to satisfy the Board that major risks have been accurately identified and that measures for managing those risks are in place. The approach to, and appetite for risk, is summarised in the risk appetite statements relating to each of the Board level risks.

Summary of top-level risks and their measures and controls

Top-level risks	Measures and controls
Charitable activities Lack of coherent and effective strategies to drive services and impact and/or reduced quality of services with resultant loss of market share to other charities.	• Long-term strategy in place with effective business planning/strategy processes and cycles. • Quality standards and KPIs in place. • Effective monitoring of external environment, other service providers and horizon scanning. • Key stakeholder groups and feedback/complaint mechanisms in place.
Income and financial sustainability Significant drop in reserves and/or failure to meet income and expenditure targets which affects net income, charity reserves and ability to deliver short, medium or long-term strategic goals.	• Diversified income streams and income generating strategies, mapping risks and assumptions. • Robust reserves policy in place. • Internal and external monitoring mechanisms such as market trends, management accounts. • Robust budget setting process with Finance and Risk Committee in place. • Effective policies and financial controls in place.
People, leadership and culture Weaknesses or failure of leadership, inability to develop and retain talent effectively and an organisational culture that is not an enabler in the pursuit of the charity's strategy and objectives.	• Competitive pay and benefits for staff. • Staff and volunteer surveys. • Robust policies and procedures. • Remuneration Committee in place. • People strategy in place and a Diversity and Inclusion Framework. • Internal communications processes in place.
Reputation Reputational risk which impacts on financial sustainability and ability of the charity to continue its services due to incidents or events which damage or negatively impact the charity's reputation or operations.	• Robust policies and procedures in place. • Effective processes for risk management with monitoring of feedback, complaints, incidents. • Mechanisms to detect, investigate and report/respond. • Expert and lay panels in place. • Public and professional liability insurance in place. • Member of the Fundraising Regulator. • Publication of detailed annual accounts and key documents/policies on website.

Systems and facilities Systems and facilities which are inadequate, antiquated or prone to failure, business continuity incidents which will impact on our ability to provide services or raise income.	• ICT and Digital Strategy in place with external ICT support. • Office/lease management and maintenance plan. • Emergency response policy and procedures in place. • Key ICT systems and infrastructure in place.
Data and Information Security Accidental or malicious loss of personal data or confidential information by Lymphoma Action or by third-party partners.	• Data Protection Lead and Data Protection policy in place with robust procedures and documents • ICT security policies with Cyber Essentials security certificate and cyber security insurance in place. • Training for staff and volunteers.
Governance and compliance The charity does not achieve its strategic, charitable, regulatory and ethical objectives due to inadequate governance at the Board, senior management or operational level.	• Board of Trustees with varied skills and experience, with effective induction processes in place for new Trustees. • Effective sub-committees in place including Remuneration Committee and the Finance and Risk Committee. • Policies and procedures including emergency response and Board Conflicts of Interest policy. • Annual financial audit. • Adherence to Charity Commission guidance with compliant reporting mechanisms. • Appropriate insurance cover and measures. • Regular cycle of Board and governance meetings.

We are registered with the Fundraising Regulator and ensure that our supporter communications and fundraising practices meet the requirements of the Code of Fundraising Practice. Our [fundraising promise](#) outlines our commitment to high standards.

- In 2025 we received no formal complaints. As per our policy, fundraising complaints will be referred to the Fundraising Regulator if a resolution cannot be reached.
- We do not conduct any telephone, face-to-face or door-to-door fundraising.
- We do not use third party agencies to make fundraising asks, although we do use them for fulfilment purposes. In such situations, legal agreements are in place. In no other circumstance do we swap or share data and we never sell data.
- All fundraising activity complies with the Data Protection Act 2018 including the UK General Data Protection Regulation (GDPR).
- Promotional goods sent out for fundraising purposes and use of our logo on external fundraising materials is subject to approval. Official stationery such as our letterhead is never sent out for external use.
- The Board of Trustees has a member with senior fundraising expertise who provides additional assistance, advice and reassurance on our fundraising delivery.
- We hold a full gambling licence issued by the Gambling Commission (Operating Licence Number: 000-052725-N-329568-001) and adhere to its rules and regulations, including membership to a third-party consumer dispute agency, The ADR Group, which ensures Lymphoma Action is compliant with The Alternative Dispute Resolution for Consumer Disputes Regulations 2015.
- We have an *Ethical Policy on the Acceptance and Refusal of Donations* which states that we will do our utmost to solicit and accept funds with the presumption that these are given in good faith and that refusal must be only on the strongest grounds. The policy sets out the clear parameters in which donations can be refused.
- We have a [policy for working with healthcare and pharmaceutical companies](#) which states that no more than 20% of our income can come from these companies and there is a cap per company (currently £80k). Acceptance of donations does not mean that we endorse their products and under no circumstances can these companies influence our strategic direction and activities.
- In 2025, we received the following sums from pharmaceutical companies: AbbVie £15,000, AstraZeneca £15,000, BeOne £20,000, Bristol Myers Squibb £11,500, Celgene £11,500, Gilead £14,000, Johnson & Johnson £5,000, Kyowa Kirin £19,480, Pfizer £4,000, Recordati £5,000, Roche £25,000, Serb Pharmaceuticals £10,000, Sobi £7,500 and Takeda £19,000. These funds supported a range of activities, including our publications, peer support services, Helpline Services, Live your Life self-management programme, TrialsLink platform, Preparing for Treatment Service, regional lymphoma days, and our healthcare professional training programmes. We received small sums for participating in certain meetings and committees.

Financial review

Financial overview and review

In 2025 our income was £2,863,035, up by 8%, or £214,116, on 2024. We exceeded our income targets on the majority of our income lines and, setting aside two exceptional windfall gifts received in 2024, we did better on non-legacy income in 2025 than in the previous year.

Whilst trading income was not dissimilar to 2024 (driven by another strong year on challenge events) it was legacy income which accounted for the majority of the increase in 2025, being circa £839k in 2025 versus £539k in 2024. We also saw more funds raised in memory of loved ones, strong community and events performance and greater Gift Aid income related to those lines.

There were still challenges. The climate for trusts fundraising remained difficult, although we started to see an uptick in income linked to a new strategic approach taken throughout the year. Corporate income was affected as instability within the global pharmaceutical industry impacted the support we receive from some companies.

Nevertheless, it was encouraging to see a return on our investment in fundraising across a number of activities, including our best year for the Big Give Christmas challenge, our biggest Bridges of London event, our most successful Blood Cancer Awareness Month and an increase in our Major Donor income. This is testament to the amazing support of our community, the hard work of our Fundraising and Communications Teams, and the quality and breadth of our services.

Expenditure increased on 2024 figures by 14%, rising from £2,183,128 to £2,487,484, although we had originally budgeted to spend more. As we continued to grow and invest, we spent £156k more on salaries in 2025 than in 2024, and £139k more on direct costs, ensuring our growing community felt informed, supported and connected. Direct costs included more events costs and the costs of developing our newest resources and services such as Preparing for Treatment, Lymphoma Essentials and our new CAR-T resource.

Staff costs also increased by circa 11% on 2024 as we built capacity in our teams to meet demand for more peer support and a greater range of support meetings, for more community engagement and for more impactful stewardship of our supporters.

Whilst we spent more than in 2024 it was still not as much as we had originally budgeted. The underspend came mainly from activities shifting online and being delivered more cost-effectively, better purchasing rates and premises costs, some projects being moved into 2026 and fundraising activity changes that avoided higher-cost plans.

Including salaries, we spent an additional: £122k on information provision and awareness raising, £57k on support services, £52k on education and training and £73k more on fundraising than in 2024. This allowed us to, amongst others, develop new (and send out more) printed information booklets, further develop our peer support services, grow our social media presence, improve our website to make it easier for people to access the support we offer and launch additional modules on our two newest digital services. Support and governance costs increased more marginally by circa £9.5k on 2024 reflecting HR and ICT increases, although we spent less on some central costs such as print and post.

At 31 December 2025 the net assets of the Charity were £4,401,471 (2024: £4,025,919), comprising £2,892,751 in uncommitted unrestricted funds (2024: £2,964,370) and £1,473,220 in designated unrestricted funds (2023: £1,026,549). We had an excess of income over expenditure of £375,551 representing a very strong year financially. Whilst we had originally budgeted for a deficit due to investment in services and activities, the receipt of a windfall legacy, recognised as a debtor (i.e. not received in cash but certain enough to require inclusion in the accounts), changed this to a surplus.

Our reserves policy

In 2025 we reviewed our Reserves Policy, in line with best practice guidance. Our policy identifies three elements of reserve:

- Known liabilities and contingencies such as wind-down costs based on the costs of closing down the Charity.
- Provision to absorb setback, predominantly related to income-based risk.
- A strategic investment reserve, subject to funds being available which can be designated for development or to take advantage of emerging opportunities.

The reserves (and the Reserves Policy) are reviewed annually in time for the new financial year and are calculable at any point of the year if required. Lymphoma Action expresses the reserves amount in 'months expenditure' for the purposes of external communications and will consider and recalculate the reserves level should they fall below our minimum requirements (reference the first two bullet points above). Given the particular challenges of lymphoma and the vulnerability of lymphoma patients, the Trustees consider a minimum of 12 months to be a prudent reserves level to ensure patients are adequately supported in the event of closure.

At 31 December 2025 we held £4,401,471 in reserves (2024: £4,025,919) of which £35,500 was restricted, £1,473,220 was designated for projects and activities, leaving £2,892,751 in free reserves which represents 12 months of unrestricted annual expenditure.

Our designated reserves reflect the Board of Trustees' commitment to spend reserves strategically and carefully to develop services and activities. In 2025 designated reserves helped build capacity for key projects we would not otherwise have been able to support like Lymphoma Essentials, our new resource for Healthcare Professionals.

We have designated a further £891,203 from our free reserves into designated funds at the end of the year. As designated spend has switched from direct costs to salaries (circa 62% of the designated reserves have been earmarked for the investment posts), we expect to spend more in 2026 than in 2025 and have planned for a deficit budget. This is to continue to underpin 2025 investments, to continue expanding services in 2026 and to fund new roles to drive awareness raising activity and develop impact measurement.

We have been able to designate reserves for investment in services and activities, largely due to the receipt of unexpected, generous legacy income. While we are grateful for this support, legacies are unpredictable and cannot be relied upon year to year. In addition, it is not always possible to spend legacy income in the year it is received, which can create a timing mismatch between income and expenditure and present a challenge for financial planning. As a result, we commit additional expenditure only when such income exceeds expectations, leading to higher reserves at certain points in time, with spend-down planned and implemented in subsequent periods.

Our growth, together with a rapidly changing external environment, brings a complexity which requires additional resource to navigate. According to our current projections we will need to limit our investment activity beyond 2027 if we do not secure further income to sustain the investment posts and desired levels of activity.

Whilst the Board of Trustees recognised the challenge of increased reserves and the fact that donations are given for the benefit of people affected by lymphoma, they are mindful of the need to balance the desire to invest sustainably in our services, with the need to protect and maintain the vital information and support we provide.

Statement of Trustees' responsibilities

The format and content of the report and financial statements comply with the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP 2019) issued October 2019, applicable accounting standards, the Charities Act 2011 and the Companies Act 2006.

Company law requires the Trustees, as Directors of the Charitable Company, to prepare financial statements for each financial period which give a true and fair view of the state of the affairs of the Charitable Company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial period. In preparing those financial statements, the Trustees follow best practice and:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles of the charity SORP.
- Make judgements and estimates that are reasonable and prudent.

- State whether applicable UK accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the company will continue on that basis.

The Trustees are responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the Charitable Company and to enable them to ensure that the financial statements comply with the Charities Act 2011 and the Companies Act 2006.

The Trustees are also responsible for safeguarding the assets of the Charitable Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to the Auditor

In so far as the Trustees are aware:

- There is no relevant audit information of which the Charitable Company's Auditor is unaware.
- The Trustees have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the Auditor is aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charitable Company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the Charity guarantee to contribute an amount not exceeding £1 to the assets of the Charity in the event of winding up. The total number of such guarantees at year end 2025 was 9 (2024 9). The Trustees are members of the Charity, but this entitles them only to voting rights. The Trustees have no beneficial interest in the Charity.

Financial statements

Financial statements are published on Lymphoma Action's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions.

The maintenance and integrity of Lymphoma Action's website is the responsibility of the Trustees. The Trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

The Trustees have prepared this report in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

The Trustee's annual report has been approved by the Trustees on 12 May 2026 and signed on their behalf by Mark Harrison, Chair of the Board of Trustees, Lymphoma Action

Mark Harrison
Chair

Opinion

We have audited the financial statements of Lymphoma Action (the 'charitable company') for the year ended 31 December 2025 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 December 2025 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the trustees' annual report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.

- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Jonathan Orchard (Senior statutory auditor)

27 May 2026

for and on behalf of Sayer Vincent LLP, Statutory Auditor
110 Golden Lane, LONDON, EC1Y 0TG

Lymphoma Action

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 December 2025

				2025			2024
	Note	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Income from:							
Donations and legacies	2	1,899,411	163,000	2,062,411	1,472,345	381,660	1,854,005
Charitable activities	3	36,900	-	36,900	31,062	-	31,062
Other trading activities	4	666,404	-	666,404	664,975	-	664,975
Investments	5	97,320	-	97,320	98,877	-	98,877
Total income		2,700,035	163,000	2,863,035	2,267,259	381,660	2,648,919
Expenditure on:							
Raising funds	6	740,381	-	740,381	667,603	-	667,603
Charitable activities							
Publication production & distribution, information and raising awareness	6	785,103	85,000	870,103	621,942	126,200	748,142
Support for people affected by lymphoma	6	521,448	77,500	598,948	346,265	195,500	541,765
Education and training	6	278,050	-	278,050	175,658	49,960	225,618
Total expenditure		2,324,982	162,500	2,487,482	1,811,468	371,660	2,183,128
Transfers Between Funds		-	-	-	-	-	-
Net income / (expenditure) before net gains / (losses) on investments		375,053	500	375,553	455,791	10,000	465,791
Net gains / (losses) on investments		-	-	-	-	-	-
Net movement in funds		375,053	500	375,553	455,791	10,000	465,791
Reconciliation of funds:							
Total funds brought forward		3,990,919	35,000	4,025,919	3,535,128	25,000	3,560,128
Total funds carried forward		4,365,972	35,500	4,401,472	3,990,919	35,000	4,025,919

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 18 to the financial statements.

Lymphoma Action

Balance sheet

Company no. 03518755

As at 31 December 2025

	Note	£	2025 £	2024 £
Fixed assets:				
Tangible assets	12		20,821	25,164
			20,821	25,164
Current assets:				
Stock	13	19,997	15,604	
Debtors	14	476,750	190,203	
Cash at bank and in hand		4,035,820	3,918,628	
		4,532,567	4,124,435	
Liabilities:				
Creditors: amounts falling due within one year	15	(151,916)	(123,680)	
Net current assets			4,380,651	4,000,755
Net assets	17		4,401,472	4,025,919
The funds of the Charity:	18			
Restricted income funds			35,500	35,000
Unrestricted income funds:				
Designated funds		1,473,220	1,026,549	
General funds		2,892,752	2,964,370	
Total unrestricted funds			4,365,972	3,990,919
Total Charity funds			4,401,472	4,025,919

Approved by the Trustees on 12 May 2026 and signed on their behalf by

Mark Harrison
Chairman

Statement of cash flows

For the year ended 31 December 2025

	Note	2025		2024	
		£	£	£	£
Cash flows from operating activities					
Net income / (expenditure) for the reporting period (as per the statement of financial activities)		375,553		465,791	
Depreciation charges		14,345		11,652	
(Gains)/losses on investments		-		-	
Interest from investments		(97,320)		(98,877)	
(Increase) Decrease in stocks		(4,393)		(5,099)	
Decrease / (Increase) in debtors		(286,547)		(60,811)	
Increase/(decrease) in creditors		28,236		(31,539)	
Net cash (used in) operating activities			29,874		281,117
Cash flows from investing activities:					
Dividends, interest and rents from investments		97,320		98,877	
Proceeds from the sale of fixed assets		-		-	
Purchase of fixed assets		(10,002)		(8,726)	
Proceeds from sale of investments		-		-	
Net cash provided by investing activities			87,318		90,151
Change in cash and cash equivalents in the year			117,192		371,268
Cash and cash equivalents at the beginning of the year			3,918,628		3,547,360
Cash and cash equivalents at the end of the year			4,035,820		3,918,628

1 Accounting policies

a) Statutory information

Lymphoma Action is a Charitable Company limited by guarantee and is incorporated in England, Wales, and Scotland.

The registered office address is Unit 3, Bell Business Park, Smeaton Close, Aylesbury, Bucks, HP19 8JR.

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (March 2018) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the Trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

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

d) Going concern

The Trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern. We have free reserves in excess of ten months of unrestricted expenditure which provides the capacity to respond to changing circumstances.

The Trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

1 Accounting policies (continued)

e) Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the Charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

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

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

f) Donations of gifts, services and facilities

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

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

1 Accounting policies (continued)

g) Interest receivable

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

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the Trustees for particular purposes.

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the Charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of publication production, information and raising awareness, support for people affected by lymphoma, and training and other educational activities undertaken to further the purposes of the Charity and their associated support costs

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on a per capita basis.

Governance costs, comprising the audit fee, Trustees' expenses and indemnity insurance, and the cost of recruiting new Trustees, are apportioned on a per capita basis.

k) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

1 Accounting policies (continued)

l) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

Where fixed assets have been revalued, any excess between the revalued amount and the historic cost of the asset will be shown as a revaluation reserve in the balance sheet.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

▪ Property improvements	10 years
▪ Computer systems	3 years
▪ Furniture and equipment	5 years

m) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading "Net gains/(losses) on investments" in the statement of financial activities. The Charity does not acquire put options, derivatives or other complex financial instruments.

n) Stocks

Stocks are stated at the lower of cost and net realisable value. In general, cost is determined on a first in first out basis and includes transport and handling costs. Net realisable value is the price at which stocks can be sold in the normal course of business after allowing for the costs of realisation. Provision is made where necessary for obsolete, slow moving and defective stocks.

o) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1 Accounting policies (continued)

p) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

q) Creditors and provisions

Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

r) Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

s) Pensions

Contributions payable to the company's pension scheme are charged to the statement of financial activities in the period to which they relate.

2 Income from donations and legacies

	2025			2024		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
Fundraising and individual giving	513,685	-	513,685	492,005	90,000	582,005
In memoriam	198,260	-	198,260	167,586	-	167,586
Trusts and companies	154,934	163,000	317,934	96,142	291,660	387,802
Gift aid	193,750	-	193,750	177,301	-	177,301
Legacies	838,782	-	838,782	539,311	-	539,311
	1,899,411	163,000	2,062,411	1,472,345	381,660	1,854,005

Lymphoma Action

Notes to the financial statements

For the year ended 31 December 2025

3 Income from charitable activities

	2025			2024		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
Education and training	36,900	-	36,900	31,062	-	31,062
	<u>36,900</u>	<u>-</u>	<u>36,900</u>	<u>31,062</u>	<u>-</u>	<u>31,062</u>

4 Income from other trading activities

	2025			2024		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
Challenge events	639,951	-	639,951	631,552	-	631,552
Trading income	26,453	-	26,453	33,423	-	33,423
	<u>666,404</u>	<u>-</u>	<u>666,404</u>	<u>664,975</u>	<u>-</u>	<u>664,975</u>

5 Income from investments

	2025			2024		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
Bank interest	97,320	-	97,320	98,877	-	98,877
	<u>97,320</u>	<u>-</u>	<u>97,320</u>	<u>98,877</u>	<u>-</u>	<u>98,877</u>

Lymphoma Action

Notes to the financial statements

For the year ended 31 December 2025

6a Analysis of expenditure

	Staff costs £	Direct costs £	Support and office costs £	Allocated costs £	2025 Total £
Costs of raising funds	399,108	209,543	-	131,730	740,381
Publication production & distribution, information and raising awareness	423,766	301,739	-	144,598	870,103
Support for people affected by lymphoma	426,099	28,151	-	144,698	598,948
Education & trianing	169,206	50,397	-	58,447	278,050
	<u>1,418,179</u>	<u>589,830</u>	<u>-</u>	<u>479,473</u>	<u>2,487,482</u>
Support costs (Note 6b)	116,008	-	320,608	(436,616)	-
Governance costs	40,051	2,806	-	(42,857)	-
Total expenditure 2025	<u>1,574,238</u>	<u>592,636</u>	<u>320,608</u>	<u>-</u>	<u>2,487,482</u>

6b Support costs analysed

	2025	2024
Finance, HR & IT	212,478	193,779
Premises	63,929	56,861
Stationery, post, phone, equipment and sundry	29,856	48,814
Depreciation	14,345	11,651
Total	<u>320,608</u>	<u>311,105</u>

Lymphoma Action

Notes to the financial statements

For the year ended 31 December 2025

6c Analysis of expenditure (prior year)

	Staff costs £	Direct costs £	Support and office £	Allocated costs £	2024 Total £
Costs of raising funds	363,552	172,325	-	131,726	667,603
Publication production & distribution, information and raising awareness	383,337	220,951	-	143,854	748,142
Support for people affected by lymphoma	380,384	16,327	-	145,054	541,765
Education & training	140,533	27,898	-	57,187	225,618
	-	-	-	-	-
	1,267,806	437,501	-	477,821	2,183,128
Support costs (Note 6d)	112,145	-	311,105	(423,250)	-
Governance costs	38,432	16,139	-	(54,571)	-
Total expenditure 2024	1,418,383	453,639	311,105	-	2,183,128

6d Support costs analysed (prior year)

	2024
Finance, HR & IT	193,779
Premises	56,861
Stationery, post, phone, equipment and sundry	48,814
Depreciation	11,651
Total	311,105

Notes to the financial statements

For the year ended 31 December 2025

7 Net income / (expenditure) for the year

This is stated after charging:

	2025 £	2024 £
Depreciation	14,345	11,651
Operating lease rentals payable:		
Property	41,472	37,800
Other	2,981	4,800
Auditor's remuneration (excluding VAT):		
Audit	10,150	9,765
	14,345	11,651

8 Analysis of staff costs, Trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2025 £	2024 £
Salaries and Wages	1,341,239	1,229,752
Redundancy and termination costs	-	-
Social security costs	149,638	110,780
Employer's contribution to defined contribution pension schemes	78,755	72,732
Income protection and life assurance	4,608	5,118
	1,574,240	1,418,382

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2025 No.	2024 No.
£80,000 - £89,999	1	1
£70,000 - £79,999	-	-

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £304,648 (2024: £290,632) in relation to four key management posts.

The Charity Trustees were neither paid nor received any other benefits from employment with the Charity in the year (2024: £nil). No Charity Trustee received payment for professional or other services supplied to the Charity (2024: £nil).

8 Analysis of staff costs, Trustee remuneration and expenses, and the cost of key management personnel (continued)

Trustees' expenses represent the payment or reimbursement of travel and subsistence costs totalling £381 (2024: £241) incurred by 3 (2024: 2) members relating to attendance at meetings of the Trustees.

During the year Trustee liability insurance was obtained for £2,454 (2024: £4,267).

9 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 44 (2024: 42).

Staff are split across the activities of the Charity as follows (head count basis):

	2025 No.	2024 No.
Raising funds	12	11
Charitable activities	27	26
Support staff	5	5
	44	42

10 Related party transactions

There are no related party transactions to disclose for 2025 (2024: none).

11 Taxation

The Charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

12 Tangible fixed assets

Cost	Property improvements £	Computer equipment £	Furniture & equipment £	Total £
At the start of the year	-	76,034	16,065	92,099
Disposals in year	-	-	-	-
Additions in year	-	10,002	-	10,002
At the end of the year	-	86,036	16,065	102,101
Depreciation				
At the start of the year	-	58,929	8,006	66,935
Disposed of in year	-	-	-	-
Charge for the year	-	11,134	3,211	14,345
At the end of the year	-	70,063	11,217	81,280
Net book value				
At the end of the year	-	15,973	4,848	20,821
At the start of the year	-	17,106	8,059	25,165

All of the above assets are used for charitable purposes.

13 Stock

	2025 £	2024 £
Goods for resale	19,997	15,604
	19,997	15,604

14 Debtors

	2025 £	2024 £
Income tax receivable	14,369	10,077
Prepayments	145,955	139,276
Accrued income	316,426	40,850
	476,750	190,203

15 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	63,495	35,254
Taxation and social security	28,164	22,016
Accruals	10,573	15,054
Deferred income (note 16)	49,684	51,355
	151,916	123,680

16 Deferred income

Deferred income comprises income received in advance for events, including entry deposits and sponsorships for individuals undertaking challenge events.

	2025	2024
	£	£
Balance at the beginning of the year	51,356	78,895
Amount released to income in the year	(51,356)	(78,895)
Amount deferred in the year	49,684	51,356
Balance at the end of the year	49,684	51,356

17a Analysis of net assets between funds (current year)

	General unrestricted	Designated	Restricted	Total funds
	£	£	£	£
Tangible fixed assets	-	20,821	-	20,821
Net current assets	2,892,752	1,452,399	35,500	4,380,651
Net assets at 31 December 2025	2,892,752	1,473,220	35,500	4,401,472

17b Analysis of net assets between funds (prior year)

	General unrestricted	Designated	Restricted	Total funds
	£	£	£	£
Tangible fixed assets	-	25,164	-	25,164
Net current assets	2,964,370	1,001,385	35,000	4,000,755
Net assets at 31 December 2024	2,964,370	1,026,549	35,000	4,025,919

18a Movements in funds (current year)

	At 1 January 2025 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2025 £
Restricted funds:					
Information and publications					
Publications	25,000	60,000	(85,000)	-	-
Support for people affected by lymphoma					
Information & support, including helpline, buddy scheme & support groups	10,000	103,000	(77,500)	-	35,500
Education & Training	-	-	-	-	-
Total restricted funds	35,000	163,000	(162,500)	-	35,500
Unrestricted funds:					
Designated funds:					
Investment Reserve	876,385	-	(440,189)	891,203	1,327,399
ICT replacement fund	50,000	-	-	-	50,000
Legacy fluctuation fund	75,000	-	-	-	75,000
Value of functional assets net of restricted funds	25,164	-	(14,345)	10,002	20,821
Total designated funds	1,026,549	-	(454,534)	901,205	1,473,220
General funds	2,964,370	2,700,035	(1,870,448)	(901,205)	2,892,752
Total unrestricted funds	3,990,919	2,700,035	(2,324,982)	-	4,365,972
Total funds	4,025,919	2,863,035	(2,487,482)	-	4,401,472

The narrative to explain the purpose of each fund is given at the foot of the note below.

18b Movements in funds (prior year)

	At 1 January 2024 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2024 £
Restricted funds:					
Information and publications					
Publications	10,000	141,200	(126,200)	-	25,000
Support for people affected by lymphoma	-	-	-	-	-
Information & support, including helpline, buddy scheme & support groups	15,000	180,500	(185,500)	-	10,000
Education & Training	-	59,960	(59,960)	-	-
Total restricted funds	25,000	381,660	(371,660)	-	35,000
Unrestricted funds:					
Designated funds:					
Investment Reserve	912,058	-	(235,673)	200,000	876,385
ICT replacement fund	50,000	-	(22,665)	22,665	50,000
Legacy fluctuation fund	75,000	-	-	-	75,000
Value of functional assets net of restricted funds	28,089	-	(11,651)	8,726	25,164
Total designated funds	1,065,147	-	(269,989)	231,391	1,026,549
General funds	2,469,981	2,267,259	(1,541,479)	(231,391)	2,964,370
Total unrestricted funds	3,535,128	2,267,259	(1,811,468)	-	3,990,919
Total funds	3,560,127	2,648,919	(2,183,128)	-	4,025,919

The narrative to explain the purpose of each fund is given at the foot of the note below.

Purposes of restricted funds

Information and publications

Publications

Grants to fund information booklets from our award-winning range about lymphomas and their treatment.

Support for people affected by lymphoma

Information and support, including Helpline, Buddy Service and Online Support Meetings

Grants received towards our information and support services. These include our Helpline (telephone, email and live chat enquiries from people worried about or needing information on lymphoma), Buddy Service (links people to Buddies who have similar, lived experience of lymphoma) and online peer support services.

Education and training

Education and training events and activities

Events for healthcare professionals are held throughout the year.

Purposes of designated funds

In December 2021 we received a legacy of £1.3 million which has been designated for development projects seeking to expand the range of our work and accounted for separately from other funds to prevent it masking any underperformance in mainline fundraising and services. Additional windfalls and surplus funds are added to this fund to maintain a ceiling on free reserves in accordance with policy.

The ICT replacement fund is to replace ICT assets.

The legacy fluctuation fund is set aside to offset any lower than expected legacy income.

19 Operating lease commitments payable as a lessee

The Charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	Property		Equipment	
	2025	2024	2025	2024
	£	£	£	£
Less than one year	41,208	37,800	2,981	2,981
One to five years	123,624	151,200	7,452	10,433
	164,832	189,000	10,433	13,414

20 Legal status of the Charity

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

Reference & administrative

Trustees

Mark Harrison (#*)

Chair (and Chair of Remuneration Committee)

Dr Cathy Burton

James Cray (*)

Susan Daniels

Melanie Brittain (#*)

Treasurer (and Chair of Finance and Risk Committee)

Appointment ratified February 2025

David McNeill

Shaf Mansour

Christina Kirby

Charlotte Locks-Moro (#)

Member of Finance and Risk Committee

* Member of Remuneration Committee

Chief Executive

Ropinder Gill

Key management personnel

Jim Howson

Director of Finance

Dallas Pounds

Director of Services

Deborah Laing

Director of Fundraising & Communications

Company Secretary

Ropinder Gill

President

Professor John Radford

Charity number

England and Wales

1068395

Scotland

SC045850

Company number

03518755

Registered office

Unit 3, Bell Business Park
Smeaton Close
Aylesbury
Buckinghamshire
HP19 8JR

Website

www.lymphoma-action.org.uk

Bankers

CAF Bank Ltd

25 Kings Hill Avenue, West Malling, Kent
ME19 4JQ

National Westminster Bank plc

22 Market Square, Aylesbury,
Buckinghamshire HP20 1TR

Lloyds Bank plc

25 Gresham Street, London, EC2V 7HN

Auditor

Sayer Vincent LLP

110 Golden Lane, London, EC1Y 0TG

Medical Advisory Panel

Dr Kirit Ardeshta
Charlotte Bloodworth
Dr Adrian Bloor
Professor Kristian Bowles
Dr Cathy Burton
Kathryn Chamberlain
Dr Graham Collins
Professor David Cunningham
Professor Kate Cwynarski
Dr Shirley D'Sa – *stepped down from MAP
January 2025*
Professor Andrew Davies
Dr Paul Fields
Dr Christopher Fox
Dr Eve Gallop-Evans
Professor Peter Hoskin
Professor Tim Illidge
Professor Peter Johnson
Dr Rod Johnson
Dr Nagesh Kalakonda
Dr Ben Kennedy
Christine Kirby
Dr Kim Linton

Medical Advisory Panel (continued)

Dr Rob Lown
Dr Aislinn Macklin-Doherty
Dr Prem Mahendra
Dr Pam McKay
Dr Christopher McNamara
Dr Brian D Nicholson
Dr Wendy Osborne
Dr Shankara Paneesha
Dr Ruth Pettengell
Professor Andrew Pettitt
Professor John Radford (Chair)
Dr Ravi Ratnavel – *stepped down from
MAP January 2025*
Dr Bhupinder Sharma
Dr Manil Subesinghe
Dr Andy Wotherspoon
Asjad Yousif

Accounts

Annual Report & Accounts
for the year ending
31 December 2024

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Welcome

Welcome to this year's report on our achievements in 2024.

2024 certainly proved to be a busy, successful year for us here at Lymphoma Action. Thanks to our generous supporters, we were able to reach even more people by raising awareness about lymphoma and building on the support we offer to those affected by the condition.

There were many highlights. We launched our new Preparing for Treatment Service, and our Regional Lymphoma Days saw a welcome return to face-to-face support for members of our community.



We expanded our suite of Online Support Meetings and reached more people with our accredited information, both online and through printed booklets which continue to be highly in demand. *Lymphoma Matters* magazine was launched in a brand new digital format – adding to our library of online resources and our *Lymphoma Symptoms* animation went on to win an award in the People's Choice category at the Smiley Charity Film Awards.

Over 1,200 people in the UK completed the 2024 Patient Survey which we conducted in collaboration with the Lymphoma Coalition, of which Lymphoma Action was a founding member. It was the best-performing patient survey to date, and we are truly grateful to everyone who took part. Their insights will continue to shape what we do and how we deliver our services.

2024 also saw us support the National Non-Hodgkin Lymphoma Audit (NNHLA), which is part of the National Cancer Audit Collaborating Centre (NATCAN) and aims to improve treatment and reduce variations in care across England and Wales. We also took part in an incredible 21 different health technology assessments and increased the services we offer to support healthcare professionals.

All of this was possible through planned investment from the generous donations and legacies which we have been fortunate to benefit from. I'd like to thank our staff team who work closely and collaboratively with each other to provide a broader range of support services than ever before. We are also grateful for the time, skills and expertise offered by our volunteers who help us deliver our work and make sure our activities align to what people need.

From the whole team here at Lymphoma Action, we want to thank everyone in our lymphoma community who has supported our work in 2024. Together, we can look forward to the coming year with some equally exciting plans.

Mark Harrison
Chair of the Board of Trustees
Lymphoma Action

Who we are and what we do

Lymphoma Action was established in 1986 and is the only UK national charity dedicated to lymphoma – the fifth most common cancer in the UK. It provides high quality information, advice and support to people affected by lymphoma, and their family, friends and healthcare professionals.

Our vision

Everyone affected by lymphoma will receive the best possible support, treatment and care.

Our mission

Through information, education, support and influence, we will make sure no one has to face lymphoma alone.

Our goals



Ensure that people **understand lymphoma**.



Enable people affected by lymphoma to feel **supported by others who understand what they are going through**.



Empower people affected by lymphoma and their healthcare professionals to **communicate with confidence**.



Be a voice for people affected by lymphoma to **influence the decisions that affect them**.

Increase the impact of our work by **making best use of our resources**.

Our values

Focused – we are dedicated to the needs of those affected by lymphoma.

Empowering – we build confidence to make change happen.

Trusted – we use our expertise to deliver quality services.

Innovative – we look to a better future for people affected by lymphoma.

Collaborative – we are inclusive and value our partnerships.

Our year in numbers

Information



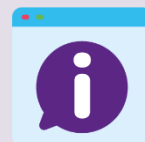
28,240

information books
sent



1,800,000

health information
page views



120

information blog posts
published



88,469

Lymphoma Matters
magazines sent



24,258

Lymphoma TrialsLink
page views



50,000+

views of our *Lymphoma
Symptoms* animation

Support & volunteering



1,281

Helpline Service
interactions



247

active volunteers



44

Buddy links



5,129

members in Closed
Facebook Support Group



267

Online Support Meetings



299

Preparing for Treatment
Service users

Education & training



5,965

listens across our
podcast series with
six new episodes
released



72

healthcare
professionals
registered for our in-
person Lymphoma
Management course



219

people attended 25
Live Your Life
events



71

people attended
our two
Regional
Lymphoma Days

Social media



60,065

total followers



518,677

engagements



1,507

posts

Income



£2,648,919

total income



£631,552

challenge events



£539,311

legacies

Our objectives and achievements

2024 provided us with opportunities to increase our reach and impact through the introduction of new activities and the development of our peer support services. Here we summarise progress against our five main goals.

1. Ensure that people understand lymphoma.

Objective

Provide trusted information about lymphoma, at the right time and in the right way, to meet the individual needs of people affected by lymphoma.

Key achievements

- Reviewed and reprinted four information books, with 28,240 information books distributed.
- Revised 42 medical information web pages, with our health information pages receiving 1.8 million views overall
- Shared 44 personal stories on our website from people reflecting on their experience of lymphoma.
- Maintained our PIF TICK accreditation following an annual re-assessment, demonstrating our provision of trusted health and care information.

“ *I was given a Lymphoma Action book by a nurse at my local hospital. Having some reliable information really helped to put my mind at ease over the first few weeks, which for me was the most difficult time.*



Objective

Disseminate our information to more people and more diverse communities to increase our reach.

Key achievements

- Our *Lymphoma Symptoms* animation won an award in the People's Choice category at the Smiley Charity Film Awards and has received over 50,000 views.
- 1,350 views of our three animations translated into Punjabi, Polish and Romanian from launch to date.

Objective

Make our information accessible and give people choice as to how they receive it so they can make informed decisions about their health and care.

Key achievements

- Launched a brand new digital version of our *Lymphoma Matters* magazine, with three issues produced digitally and in print across the year. 55,449 copies were sent electronically, and a further 33,020 printed copies were sent in the post free of charge.
- Engaged with our wider community, including our Insights Panel and medical colleagues to gain insights and feedback on our information provision.
- Published 120 blog posts providing updates on our activities, and in response to external health-related developments.

2. Enable people affected by lymphoma to feel supported by others who understand what they are going through

Objective

Ensure that everything we do is informed by the needs and experiences of those we are here to support.

Key achievements

- Launched our Preparing for Treatment Service, shaped in response to feedback from our community about the needs of people about to start treatment for lymphoma and those supporting them.
- Over 1,200 people in the UK completed the 2024 Global Survey which we conducted in collaboration with the Lymphoma Coalition, of which Lymphoma Action was a founding member. Their insights will inform our work in advocating for people affected by lymphoma and what we can do to improve our information and support services.

Objective

Provide a range of face-to-face and digital services so that people feel connected and supported.

Key achievements

- Our Helpline Service supported 1,281 interactions via phone, email and Live Chat.
- Produced six new podcasts, bringing our *Lymphoma Voices* podcast series to 30 episodes covering a range of lymphoma-related topics through discussions with

medical experts and people with lived experience.

- Held two in-person Regional Lymphoma Days that offered our community the opportunity to hear from lymphoma experts and meet others affected by the condition.

Objective

Develop and expand our peer-led services.

Key achievements

- Expanded our suite of Online Support Meetings, delivering 251 meetings with 1,172 attendances.
- Held 16 Special Focus Support Meetings, with 459 people joining us for information and support about specific lymphoma-related topics.
- 1,027 people joined our Closed Facebook Support Group to connect with others, taking the total group membership to 5,129.
- Grew our Buddy Service after welcoming 18 new Buddies, bringing our total number of active Buddies to 80. Made 44 successful Buddy links to offer peer support to people from those with a similar lived experience of lymphoma.
- 279 people supported by our Live your Life programme through 25 online and in-person workshops, and our mini course.

“The Closed Facebook Support Group has been such a positive place. Knowing that pretty much whatever lymphoma has thrown at me, someone in this group will have walked the same path.



3. Empower people affected by lymphoma and their healthcare professionals (HCPs) to communicate with confidence.

Objective

Provide education and resources to equip more healthcare professionals to deliver the best care to those affected by lymphoma.

Key achievements

- 72 healthcare professionals registered for our in-person Lymphoma Management Course to learn about the latest developments in lymphoma treatment and management.
- Started work on Lymphoma Essentials, a new online training tool for healthcare professionals new to lymphoma which will launch in 2025 to complement our Gateway C training module which is for primary care professionals.

“ I really valued how Lymphoma Management focused on discussing patient quality of life, patient time and side effects in the selection of treatment.



Objective

Engage with more healthcare professionals, so that they understand how we support and connect people and feel confident promoting our services.

Key achievements

- Provided specialist information and communications to HCPs and held 121 meetings with specialist nursing teams across the UK to raise awareness of our services and information resources.
- Regularly met with our expert Medical Advisory Panel to discuss developments that can improve the treatment and care of people affected by lymphoma.

Objective

Empower people to access the treatment, support and care of their choice.

Key achievements

- By the end of the year, 79 open trials were listed on our TrialsLink database, with our Lymphoma TrialsLink webpage receiving over 24,000 views from people looking for information about clinical trials for people affected by lymphoma.

4. Be a voice for people affected by lymphoma to influence the decisions that affect them.

Objective

Collaborate with our partners to share and amplify the voice of people affected by lymphoma and bring about change in policy.

Key achievements

- Collaborated with our partners in the Blood Cancer Alliance, in Cancer52 and in the One Cancer Voice coalition in responding to the 10 Year Health Plan consultation and in calls on the government to improve cancer care.
- Represented people affected by lymphoma at industry partner meetings, at patient and charity forums and in key working groups.
- Became associate members of the Northern Ireland Cancer Coalition which launched in June and shared best practice with the Lymphoma Coalition as part of their global summit.

Objective

Improve health outcomes by supporting developments in the prompt diagnosis, treatment and care of lymphoma.

Key achievements

- Represented the patient experience through responses to 15 Health Technology Assessments (HTAs) with the National Institute for Health and Care Excellence (NICE), and six with the

Scottish Medicines Consortium (SMC). 10 went on to receive a positive recommendation (five for each respective body).

- Supported the National Cancer Audit Collaborating Centre (NATCAN) in conducting the first National Non-Hodgkin Lymphoma Audit (NNHLA) to evaluate the patterns of care and outcomes for people diagnosed with non-Hodgkin lymphoma in England and Wales.

Objective

Develop communications and campaigns to raise awareness of lymphoma.

Key achievements

- Our *Let's talk lymphoma* campaign for Blood Cancer Awareness Month (BCAM) in September ran for its second consecutive year. Engagement with the campaign, which aims to raise awareness of lymphoma and its symptoms, was double compared to its launch year in 2023.
- Achieved 537 press mentions, including articles featured in seven magazine titles and an interview with one of our supporters on national TV.
- Expanded our presence on social media by joining TikTok, which saw over 3,000 engagements and a user reach of 163,256.

“Lymphoma Action have provided important input on a number of different activities. It's very clear to the team that the fantastic support which we have received from them has been a key highlight for us.



5. Increase the impact of our work by making best use of our resources.

Objective

Invest and develop in a responsive way, focusing resources effectively to meet the changing needs of the Charity and the people we support.

Key achievements

- Continued the implementation of our strategic plan to spend designated reserves through a series of new activities, improvements to services and the development of new services.
- Improved our ICT infrastructure by becoming fully cloud based and migrating our telephony to MS Teams.
- Strengthened our cyber security through increased staff training and improving our technical infrastructure.

Objective

Build an adaptive organisation through responsible fundraising and robust planning and innovation.

Key achievements

- Continued to strengthen our governance and appointed a new Treasurer to our Board of Trustees.
- Raised £2,648,919 through a diverse set of fundraising income streams.
- Established an AI working group to help inform our staff guidance and policy as we explored the use of AI tools in the organisation.

Objective

Grow and engage the Lymphoma Action community, underpinned by effective People and Volunteering strategies.

Key achievements

- 4,544 volunteering hours were provided by our 247 volunteers who took part in 858 activities to support our work.
- Awarded 40 volunteers for their length of service, and 11 for their outstanding contribution at our annual Volunteer Recognition Awards ceremony.
- Supported our staff with improved working practices, particularly in relation to hybrid working, and offered opportunities for development and capacity building.

“ *I just find it so rewarding to be able to give back to Lymphoma Action as a volunteer. They have given me so much support whenever I have needed it.*



Thank you to our fundraisers

2024 was a hugely successful year for fundraising, with more than £2.6 million raised to fund our vital information and support services.

The donations we received from our community this year, whether a one-off gift or regular contribution, have made a big difference. **£364,869** was given in response to appeals, in memory of loved ones, or to show support for the important work we do. **£305,250** was contributed by major donors and trust funders, including a significant gift from The Roger Counter Foundation, whose committed support has been instrumental in the development of the Charity over the last 17 years.

More than 450 people got involved in a variety of different challenges: walking, running, swimming, cycling, and throwing themselves out of airplanes or across zip-wires. Along with our 72 London Marathon runners and 352 participants in our Bridges of London and Britain event, they raised **£631,552**, achieving more than they thought possible.

Beyond challenge events, our supporters got involved in fundraising activities of all types in 2024, including cake sales, concerts, remission parties and birthday and anniversary celebrations. They also nominated us as charity of the year at their schools, golf clubs and social groups. Their creativity never ceased to amaze us, and they raised **£187,572**, having a great deal of fun along the way!

Our corporate partners remained tremendously supportive, whether through the provision of donations, grants and sponsorship, or the facilitation of employee fundraising. Together, they raised **£273,159** and shared our messages about lymphoma symptoms and the support available with a wider audience.

We saw double the level of engagement in our *Let's talk lymphoma* campaign for Blood Cancer Awareness Month in September, with more than 1,000 people and 80 healthcare professionals requesting packs covering awareness raising and fundraising ideas, and around 200



information packs delivered to GP surgeries and community pharmacies. Around **£100,000** was raised in association with the campaign, in a variety of ways including challenge events, community fundraising activity and corporate support.

Gifts in Wills remained an important source of income, with **£539,311** left to Lymphoma Action by more than 30 generous supporters. We're always so grateful to everyone who chooses to remember the Charity in this way, and their contributions represent a lasting legacy of care and support for our community.

Thank you so much to everyone who chose to support Lymphoma Action in 2024. With you by our side, we have continued to be here for everyone affected by lymphoma, whenever they needed us.



Reflections and lessons learnt

2024 was an exciting year and it was fantastic to see the fruits of our development activities as we reached more people and raised more income than we had expected.

However, the year also brought unexpected challenges due to factors outside of our control, such as issues experienced by third party service providers or our ICT systems. We therefore undertook a number of change projects, including system migrations, to help address these challenges, on top of further development activity in services. Robust planning and good communication with staff were key to ensuring these projects went smoothly given the additional workload they created.

2024 was also a year of change when it came to wider social and political affairs. There were a number of changes relating to the ownership and governance of social media companies. This led us to challenge ourselves as to how and when we communicate, and on which platforms. Our focus has always been on what our community wants us to do, balancing any such difficult discussions with our desire to reach as many people affected by lymphoma as possible.

There was also huge media interest in AI and we set up a new AI working group with transparency and learning at its heart. We quickly learnt the value of creating a safe and effective space for our staff to explore AI rooted in our existing ICT & Digital Strategy.

Crucially, 2024 saw a change in government and a new health secretary which naturally impacts our work as we seek to determine how government policy will affect those we support. Guided by our community, we learnt to be bolder in developing new activities, particularly in policy and public affairs. The key to this work still centres on a strong collaborative approach with charity partners and healthcare organisations to make sure we can respond effectively on behalf of our community.

Thanks to the generosity of our supporters, we are fortunate to have healthy reserves at a time when many charities are struggling financially. We have drawn on these over the past year to build strong foundations. With an eye to the future, we will continue to innovate, develop and collaborate so that we can sustain all of our new developments.



Our plans for the future

Towards the end of 2024, we reviewed and revised our theory of change. As a result of this, we have amended our strategic aims for 2025 and are pleased to share a revised set of core goals that we will use to plan our activities for the coming year.

Our strategic aims

1. People understand lymphoma and are able to better manage their health.

- Provide trusted, quality information about lymphoma in a range of formats.
- Improve the accessibility of our information and the infrastructure to support it.
- Develop new resources in response to the needs of our community and medical advancement.

2. People affected by lymphoma have improved wellbeing and emotional resilience.

- Support healthcare professionals to provide the best treatment and care for patients, launching a new service as part of our education programme.
- Further develop our services to support people affected by lymphoma, including for those newly diagnosed or preparing for treatment.
- Provide hybrid services that support the emotional needs of people affected by lymphoma.





3. People affected by lymphoma experience a strong sense of community and belonging.

- Provide a programme of events and meetings which connect people affected by lymphoma with each other and with the Charity.
- Empower people to forge direct and meaningful connections with each other for peer support.
- Enable those affected by lymphoma to shape the work of the Charity.

4. People affected by lymphoma know who we are and contribute to our collective voice.

- Collaborate with our partners to be the positive voice for change in the blood cancer sector.
- Raise awareness of lymphoma and the vital work that we do.
- Focus on the needs of our community to support developments in the diagnosis, treatment and care of lymphoma.

Enablers: Increasing our impact by having the right people, systems and financial resilience.

- Ensure that the organisation has robust and secure digital capabilities.
- Have the most effective governance and people to increase the impact of the Charity.
- Fundraise ethically and effectively to support the work of the Charity.

Governance, structure and management

Constitution

Lymphoma Action is incorporated as a Charitable Company limited by guarantee and is a registered Charity in England, Wales and Scotland. It is governed by its Memorandum and Articles of Association, and the work, management, finances and strategy of the Charity are overseen by a Board of Trustees, who are also the Company Directors. The Trustees who held office during the financial year 2024 and at the date of the report are set out on page 52.

A minimum of four Trustees and a maximum of 11 Trustees in office at any one time are required by the Articles of Association. At every Annual General Meeting (AGM) four Trustees retire by rotation but are eligible for re-election. There is no restriction on the term of tenure as a Trustee. Trustees do not receive remuneration for their duties.

Purpose

The Charity's purposes are set out in its Memorandum of Association:

- The relief of suffering of persons affected by lymphoma and other blood cancers by providing information, psychological support and treatment.
- The promotion, funding and publication of research into lymphomas and other blood cancers, including the causes, the treatments and treatment outcomes.
- Activities to raise the awareness of lymphoma and other blood cancers, to encourage the allocation of resources to their treatment and research and to allow more people to access Lymphoma Action's services.

Public benefit

We **inform** people by providing the information and literature they need to understand the complexities of their type of cancer and the different treatment options.

We **support** anyone affected through a range of support services, including our confidential phone and LiveChat support line, peer support and education events.

We **connect** people to the best resources available and to others who understand what they are going through, including through our Buddy Service and support meetings.

A diagnosis of lymphoma changes lives, whether a person is diagnosed themselves or caring for a loved one. We are often the first point of contact and continue to be there for people throughout their experience of lymphoma. Despite being the fifth most common cancer, many

people know little about lymphoma. Therefore, as well as providing information and support services, we represent the interests and voice of people affected by lymphoma in areas of policy and raise awareness of lymphoma as a blood cancer.

The Trustees review the aims, objectives and activities of the Charity each year. This report looks at what the Charity has achieved and the outcomes of its work in the reporting period. The Trustees report the success of each key activity and the benefits the Charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the Charity's aims, objectives and activities remained focused on its stated purposes.

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

Board and management operations and structure

Board of Trustees

The Board of Trustees meets four times a year to review the organisation's work, finances and services, and to agree the strategic goals for the Charity. The Chief Executive and Senior Management Team attend all meetings. The Board also reviews its own operation, effectiveness and governance on an annual basis and every year there is a Trustee/Senior Management Team Away Day. We have one Trustee who has been with the Charity for over ten years. As the majority of our Board have joined in the last few years, it is considered beneficial to retain longer-serving Trustees to help maintain continuity and institutional knowledge of Lymphoma Action.

The Charity also has a Finance and Risk sub-Committee to the Board. The Committee, comprising three Trustees including the Treasurer, has specific responsibility for overseeing and reviewing the organisation's financial operation and risk management. It usually meets four times a year, with the Chief Executive, the Director of Finance and the Director of Fundraising and Communications in attendance.

In addition, a Remuneration Committee, comprising three Trustees, including the Chair of the Board, the Treasurer and one other Trustee (preferably with HR expertise), meets once a year to make recommendations on setting pay awards, salary levels and to review the Chief Executive's salary.

Recruitment and appointment of new Trustees

A review of the recruitment needs of the Board of Trustees is conducted under the leadership of the Chair, including a skills audit of the current knowledge, experience, skills and abilities and how they will be affected by any Trustee departures in the future. We work with specialist agencies to advertise any Trustee vacancies nationally and via relevant professional and organisational networks, depending upon the expertise and specialisms required.

Applicants are shortlisted against the criteria in the person specification for the role of Trustee, including any specific qualities highlighted during the above audit. Shortlisted applicants are invited for interview by at least two Trustees, one of whom will be the Chair. Shortlisted applicants are only appointed where they have the necessary skills and qualities to contribute effectively to the Charity's management and development.

The Charity aims to have the following represented on the Board of Trustees in terms of personal knowledge or experience: lymphoma (directly or indirectly); medical or clinical practice; financial management or investment (with preferably a recognised accountancy or auditing qualification); governance and risk management; fundraising; strategic planning, human resources; public relations; media and communications; lobbying and campaigning; sales or marketing; NHS and/or cancer policy; change management; digital/information technology; monitoring and evaluating performance.

All new Trustees receive a comprehensive induction, which includes detailed information about the Charity, including its Memorandum and Articles, accounts, financial reports and minutes of previous Board and Committee meetings. In addition, Trustees attend an induction process, where they are briefed by the Chief Executive and key staff members on all aspects of the Charity's operations, staffing and organisational management.

Under the Charity's Diversity and Inclusion Framework the Board of Trustees is committed to ensuring that the Charity's leadership better reflects the communities that we are here to serve. This manifests itself in a commitment to principles of equity, diversity and inclusion and an ongoing review of the Trustee recruitment process so that there is diversity of thought and experience reflected on the Board. New Trustees are provided with a 'Guide for Trustees' which acts as a manual and gives them an overview of the Charity and their governance responsibilities. This was updated in 2024 and includes a greater emphasis on their duties to foster equity, diversity and inclusion at Lymphoma Action.

Management and organisation

Day-to-day operation of the Charity, and strategy implementation, is delegated by the Board to the Chief Executive, with the support of the Senior Management Team.

The Senior Management Team is comprised of:

Chief Executive, Ropinder Gill

Director of Services, Dallas Pounds

Director of Finance, Jim Howson

Director of Fundraising and Communications, Deborah Laing

Related parties

The only related parties are considered to be the Trustees and those connected with the Trustees including their close family, business and other charity interests. There have been no

transactions with related parties, other than the reimbursement of any reasonable expenses for the purposes of attendance at Board meetings and other relevant organisational activities.

Remuneration policy

The Board of Trustees formally reviewed and re-approved the Charity's Remuneration Policy following a meeting on the 2 April 2024. The policy can be summarised as follows:

Lymphoma Action is committed to ensuring that we pay our staff fairly and in a way that ensures we attract and retain the right skills to have the greatest impact in delivering our charitable objectives. We also recognise that pay is part of a wider employment offer to staff which includes, amongst others, satisfaction of working for a Charity, personal development, good working practices and a range of other benefits.

To ensure we pay a fair salary that is competitive within the charitable sector, we monitor sector pay levels using a benchmarked market pay system. We also ensure that pay is proportionate to the complexity of each role, in line with our organisational objectives and without discrimination on grounds of protected characteristics as set out in the Equality Act 2010.

As set out in detail in the full policy, Lymphoma Action aims to provide remuneration which:

- Rewards staff with pay in line with the market rate for the charitable sector for the contribution they make.
- Is affordable and appropriate to the income, size and nature of Lymphoma Action as a Charity.
- Takes account of the skills, knowledge and experience required of staff.
- Reflects the values of Lymphoma Action and its general needs and reputation.
- Considers the current strategic plans and business needs and/or future needs.
- Upholds a maximum remuneration ratio of 3:1 between its highest paid member of staff and the median salary level.
- Is fair and transparent.
- Always meets our statutory obligations on national minimum pay rates.

A review of salaries normally takes place annually in March/April to take effect from the January before and, if changes are to be made, staff are advised in writing of the amount and the date from which it takes effect.

A salary review does not imply an increase and, in making any pay award, the review will be based on the organisation's financial health. The remuneration policy is reviewed annually and a Remuneration Committee oversees its application, providing advice to the full Board.

The Board of Trustees is committed to including the following information within its annual statutory accounts:

- A summary statement of the organisation's remuneration policy and approach to senior executive pay.
- Disclosure of the number of staff in receipt of more than £60,000 per annum (in bands of £10,000), and the collective total benefits (including pension payments) paid to 'key management personnel' (which we have defined as the Senior Management Team), in line with the accounting Statement of Recommended Practice 2015 for charities. Given the organisation's size, the Board of Trustees does not believe it is appropriate to disclose the actual/personal salary of any individual member of staff, including senior executives, to the public.
- Disclosure of pensions and other staff benefits.

Overall risk appetite statement

Risk assessment and management

The Board of Trustees, supplemented by the Finance and Risk Committee, is responsible for setting and monitoring risk appetite, balancing our need to be sustainable with our desire to meet our strategic objectives. We understand that taking risks, when well assessed and managed, is healthy – often leading to innovation, improvement and growth and that, when taking risks, we must do so in an open and transparent way.

Lymphoma Action operates a dynamic approach to risk assessment with each of the seven Board level risks 'owned' by a senior manager and actively managed. In 2024 we did more work to deepen our understanding of our risk appetite relative to the risks and their components. The risk matrix, showing all the risks relative to each other and our risk appetite, is regularly reviewed by the Finance and Risk Committee to satisfy the Board that major risks have been accurately identified and that measures for managing those risks are in place. The approach to, and appetite for risk, is summarised in the risk appetite statements relating to each of the Board level risks.

Summary of top-level risks and their measures and controls

Top-level risks	Measures and controls
Charitable activities Lack of coherent and effective strategies to drive services and impact and/or reduced quality of services with resultant loss of market share to other charities.	• Long-term strategy in place with effective business planning/strategy processes and cycles. • Quality standards and KPIs in place. • Effective monitoring of external environment, other service providers and horizon scanning. • Key stakeholder groups and feedback/complaint mechanisms in place.

Income and financial sustainability Significant drop in reserves and/or failure to meet income and expenditure targets which affects net income, charity reserves and ability to deliver short, medium or long-term strategic goals.	• Diversified income streams and income generating strategies, mapping risks and assumptions. • Robust reserves policy in place. • Internal and external monitoring mechanisms such as market trends, management accounts. • Robust budget setting process with Finance and Risk Committee in place. • Effective policies and financial controls in place.
People, leadership and culture Weaknesses or failure of leadership, inability to develop and retain talent effectively and an organisational culture that is not an enabler in the pursuit of the charity's strategy and objectives.	• Competitive pay and benefits for staff. • Staff and volunteer surveys. • Robust policies and procedures. • Remuneration Committee in place. • People Strategy in place and a Diversity and Inclusion Framework. • Internal communications processes in place.
Reputation Reputational risk which impacts on financial sustainability and ability of the charity to continue its services due to incidents or events which damage or negatively impact the charity's reputation or operations.	• Robust policies and procedures in place. • Effective processes for risk management with monitoring of feedback, complaints, incidents. • Mechanisms to detect, investigate and report/respond. • Expert and lay panels in place. • Public and professional liability insurance in place. • Member of the Fundraising Regulator. • Publication of detailed annual accounts and key documents/policies on website.
Systems and facilities Systems and facilities which are inadequate, antiquated or prone to failure, business continuity incidents which will impact on our ability to provide services or raise income.	• ICT and Digital Strategy in place with external ICT support. • Office/lease management and maintenance plan. • Emergency response policy and procedures in place. • Key ICT systems and infrastructure in place.
Data and Information Security Accidental or malicious loss of personal data or confidential information by Lymphoma Action or by third-party partners.	• Data Protection Lead and Data Protection policy in place with robust procedures and documents • ICT security policies with Cyber Essentials security certificate and cyber security insurance in place. • Training for staff and volunteers.

Governance and compliance The Charity does not achieve its strategic, charitable, regulatory and ethical objectives due to inadequate governance at the Board, senior management or operational level.	• Board of Trustees with varied skills and experience, with effective induction processes in place for new Trustees. • Effective sub-committees in place including Remuneration Committee and the Finance and Risk Committee. • Policies and procedures including emergency response and Board Conflicts of Interest policy. • Annual financial audit. • Adherence to Charity Commission guidance with compliant reporting mechanisms. • Appropriate insurance cover and measures. • Regular cycle of Board and governance meetings.

We are registered with the Fundraising Regulator and ensure that our supporter communications and fundraising practices meet the requirements of the Codes of Practice. Our [fundraising promise](#) outlines our commitment to high standards.

- In 2024 we received no formal complaints. As per our policy, fundraising complaints will be referred to the Fundraising Regulator if a resolution cannot be reached.
- We do not conduct any telephone, face-to-face or door-to-door fundraising.
- We do not use third party agencies to make fundraising asks, although we do use them for fulfilment purposes. In such situations, legal agreements are in place. In no other circumstance do we swap or share data and we never sell data.
- All fundraising activity complies with the Data Protection Act 2018 including the UK General Data Protection Regulation (GDPR).
- Promotional goods sent out for fundraising purposes and use of our logo on external fundraising materials is subject to approval. Official stationery such as our letterhead is never sent out for external use.
- The Board of Trustees has a member with senior fundraising expertise who provides additional assistance, advice and reassurance on our fundraising delivery.
- We hold a full gambling licence issued by the Gambling Commission (Operating Licence Number: 000-052725-N-329568-001) and adhere to its rules and regulations, including membership to a third-party consumer dispute agency, ADRg Consumer Dispute Scheme which ensures Lymphoma Action is compliant with The Alternative Dispute Resolution for Consumer Disputes Regulations 2015.
- We have an *Ethical Policy on the Acceptance and Refusal of Donations* which states that we will do our utmost to solicit and accept funds with the presumption that these are given in good faith and that refusal must be only on the strongest grounds. The policy sets out the clear parameters in which donations can be refused.
- We have a [policy for working with healthcare and pharmaceutical companies](#) which states that no more than 20% of our income can come from these companies and there is a cap per company (currently £80k). Acceptance of donations does not mean that we endorse their products and under no circumstances can these companies influence our strategic direction and activities.
- In 2024, we received the following sums from pharmaceutical companies: AbbVie £25,000, AstraZeneca £18,000, BeiGene £20,561.34, Bristol Myers Squibb £8,000, Gilead £25,000, Incyte Biosciences UK Ltd £10,000, Janssen £5,000, Kyowa Kirin £12,520, Mallinckrodt (now Therakos) £19,340.29, Novartis £10,000, Roche £20,000, Serb Pharmaceuticals £5,000, Sobi £5,000 and Takeda £20,315. These funds supported a range of activities, including our Preparing for Treatment Service, our Regional Lymphoma Days, website accessibility and our healthcare professional training programmes. We received small sums for participating in certain meetings and committees.

Financial review

Financial overview and review

In 2024 our income was £2,648,919, up by 20% or £443,169 on 2023. Our greater reach and engagement with our community meant that we performed well on the majority of our income lines raising almost £277k more in donations and legacies than in 2023 and £122k more in trading activities, predominantly due to increased London Marathon income.

A number of other factors also contributed to our better-than-expected financial performance including another good year for legacy income, more engagement with the business community and generous gifts from long-term supporters and new donors. Restricted income increased by circa £213k over 2023 figures predominantly related to a large final gift from the Roger Counter Foundation, a long-term generous supporter.

There were challenges – it was difficult to raise income from trusts and foundations, some lines stayed relatively static, and we continued to see a squeeze on the number and value of individual donations, although we were delighted that regular giving had improved on 2023. It was encouraging to see a return on our investment in fundraising across a number of lines and our Christmas activities (everything from The Big Give to Christmas cards) surpassed the prior year's performance. This is testament to the amazing generosity of our community, the hard work of our Fundraising and Communications Teams, and the quality and breadth of our services.

Expenditure increased on 2023 figures by 3%, rising from £2,122,123 to £2,183,128, although we had originally budgeted to spend more. Although the increase was conservative the overall mix of expenditure was different. The largest increase was on salaries where we spent £127k more than in 2023, but direct costs reduced by £94k reflecting the change of our investment approach from discreet projects to increasing capacity.

Whilst we spent less on direct costs related to publications, raising awareness and helpline services, these increased for workshops and conferences. Including salaries related to capacity building we spent £49k more on fundraising, £17k more on support services and £23k more on Education and Training. The additional capacity allowed us to develop, amongst others, our peer support services, our social media presence, our website and two new services - one of which (Preparing for Treatment) launched in 2024. The development posts recruited in 2024 and the year before are part of our three-year plan to spend our designated strategic investment reserve.

Support and governance costs increased by circa £38k reflecting HR and ICT increases, the latter of which included, for example, a SharePoint project, the purchase of additional hardware and laptops together with the costs of migrating systems such as our telephony.

Whilst we increased expenditure it was still not to the level that we had planned as some activities, including recruitment, began a little later than expected. This together with better-than-expected income meant that we finished 2024 with a surplus of £465,791.

At 31 December 2024 the net assets of the Charity were £4,025,919 (2023: £3,560,128), comprising £2,964,370 in uncommitted unrestricted funds (2023: £2,492,121) and £1,026,549 in designated unrestricted funds (2023: £1,043,007). We had an excess of income over expenditure of £465,791 representing a very strong year financially.

Our reserves policy

In 2024 we reviewed our reserves policy, in line with best practice guidance. Our policy identifies three elements of reserve:

- Known liabilities and contingencies such as wind-down costs based on the costs of closing down the Charity.
- Provision to absorb setback, predominantly related to income-based risk.
- A strategic investment reserve, subject to funds being available which can be designated for development or to take advantage of emerging opportunities.

The reserves (and the reserves policy) are reviewed annually in time for the new financial year and are calculable at any point of the year if required. Lymphoma Action expresses the reserves amount in 'months expenditure' for the purposes of external communications and will consider and recalculate the reserves level should they fall below our minimum requirements (reference the first two bullet points above).

At 31 December 2024 we held £4,025,919 in reserves (2023: £3,560,128) of which £35,000 was restricted, £1,026,549 was designated for projects and activities, leaving £2,964,370 in free reserves which represents 16 months of unrestricted annual expenditure.

Given the particular challenges of lymphoma (which include a greater vulnerability of lymphoma patients to health pandemics), the Trustees consider a minimum of 12 months to be a reasonable reserves level to ensure patients are adequately supported in the event of closure. We intend to designate a further £200k annually from our free reserves for specific infrastructure and campaigns activities, subject to approval from the Board of Trustees, to bring our free reserves closer to our target. According to our current projections we will need to limit our investment activity beyond 2027 if we do not secure further resources to sustain the investment posts and desired levels of activity.

Our designated reserves reflect the Board of Trustees' commitment to spend excess reserves and a particularly generous legacy strategically and carefully to develop services and activities. In 2024 the majority of the designated spend covered, and will continue to cover, the cost of a number of new posts which were recruited to increase capacity. These

posts helped develop key projects we would not otherwise have been able to support, as set out on page 25

We plan to further develop how we communicate, campaign and advocate for change in 2025, as well as support further potential NHS developments including a Best Practise Timed Pathway for lymphoma. In addition, our investment in services will see us launch our new modular learning programme for nurses, as well as develop further resources for people affected by lymphoma including family, friends and carers.

Whilst the Board of Trustees has prioritised additional designated spend, recognising the challenge of increased reserves and the fact that donations are given for the benefit of people affected by lymphoma, they are mindful that lymphoma can be a devastating diagnosis and some people need long-term support due to the nature of this cancer. We therefore aim, in everything we do, to balance the desire to invest sustainably in our services, with the need to protect and maintain the vital information and support we provide.

Statement of Trustees' responsibilities

The format and content of the report and financial statements comply with the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP 2019) issued October 2019, applicable accounting standards, the Charities Act 2011 and the Companies Act 2006.

Company law requires the Trustees, as Directors of the Charitable Company, to prepare financial statements for each financial period which give a true and fair view of the state of the affairs of the Charitable Company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial period. In preparing those financial statements, the Trustees follow best practice and:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles of the charity SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the company will continue on that basis.

The Trustees are responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the Charitable Company and to enable them to ensure that the financial statements comply with the Charities Act 2011 and the Companies Act 2006.

The Trustees are also responsible for safeguarding the assets of the Charitable Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to the Auditor

In so far as the Trustees are aware:

- There is no relevant audit information of which the Charitable Company's Auditor is unaware.
- The Trustees have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the Auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charitable Company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the Charity guarantee to contribute an amount not exceeding £1 to the assets of the Charity in the event of winding up. The total number of such guarantees at year end 2024 was 9 (2023 10). The Trustees are members of the Charity but this entitles them only to voting rights. The Trustees have no beneficial interest in the Charity.

Auditor

The Auditor, Sayer Vincent LLP, have signified their willingness to continue in office. A resolution to re-appoint them as Auditor will be proposed at the forthcoming annual general meeting.

Financial statements are published on Lymphoma Action's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions.

The maintenance and integrity of Lymphoma Action's website is the responsibility of the Trustees. The Trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

The Trustees have prepared this report in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

The Trustee's annual report has been approved by the Trustees and signed on their behalf by Mark Harrison, Chair of the Board of Trustees, Lymphoma Action

Independent Auditor's report to the members of Lymphoma Action

Opinion

We have audited the financial statements of Lymphoma Action (the 'Charitable Company') for the year ended 31 December 2024 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the Charitable Company's affairs as at 31 December 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended)

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other Information

The other information comprises the information included in the Trustees' annual report, including the strategic report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the Trustees' annual report, including the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Trustees' annual report, including the strategic report, has been prepared in accordance with applicable legal requirements

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charitable Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' annual report, including the strategic report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or

- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of Trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The Directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Annual Report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities set out in the Trustees' annual report, the Trustees (who are also the directors of the Charitable Company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Charitable Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Charitable Company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, and the Finance and Risk Committee, which included obtaining and reviewing supporting documentation, concerning the Charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the Charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the Charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the Charitable Company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the Charitable Company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charitable Company and the Charitable Company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Jonathan Orchard (Senior statutory auditor)

17 June 2025

for and on behalf of Sayer Vincent LLP, Statutory Auditor

110 Golden Lane, LONDON, EC1Y 0TG

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Lymphoma Action

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 December 2024

				2024			2023
	Note	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Income from:							
Donations and legacies	2	1,472,345	381,660	1,854,005	1,409,291	167,898	1,577,189
Charitable activities	3	31,062	-	31,062	25,008	-	25,008
Other trading activities	4	664,975	-	664,975	542,973	-	542,973
Investments	5	98,877	-	98,877	60,580	-	60,580
Total income		2,267,259	381,660	2,648,919	2,037,852	167,898	2,205,750
Expenditure on:							
Raising funds	6	667,603	-	667,603	618,689	-	618,689
Charitable activities							
Publication production & distribution, information and raising awareness	6	621,942	126,200	748,142	753,152	23,000	776,152
Support for people affected by lymphoma	6	346,265	195,500	541,765	458,733	65,898	524,631
Education and training	6	175,658	49,960	225,618	148,651	54,000	202,651
Total expenditure		1,811,468	371,660	2,183,128	1,979,225	142,898	2,122,123
Transfers Between Funds		-	-	-	15,225	(15,225)	-
Net income / (expenditure) before net gains / (losses) on investments		455,791	10,000	465,791	73,852	9,775	83,627
Net gains / (losses) on investments		-	-	-	-	-	-
Net movement in funds		455,791	10,000	465,791	73,852	9,775	83,627
Reconciliation of funds:							
Total funds brought forward		3,535,128	25,000	3,560,128	3,461,276	15,225	3,476,501
Total funds carried forward		3,990,919	35,000	4,025,919	3,535,128	25,000	3,560,128

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 18 to the financial statements.

Lymphoma Action

Balance sheet

Company no. 03518755

As at 31 December 2024

	Note	£	2024 £	£	2023 £
Fixed assets:					
Tangible assets	12		25,164		28,089
			<u>25,164</u>		<u>28,089</u>
Current assets:					
Stock	13	15,604		10,505	
Debtors	14	190,203		129,392	
Cash at bank and in hand		3,918,628		3,547,360	
			<u>4,124,435</u>	<u>3,687,257</u>	
Liabilities:					
Creditors: amounts falling due within one year	15	(123,680)		(155,218)	
Net current assets			<u>4,000,755</u>		<u>3,532,039</u>
Net assets	17		<u>4,025,919</u>		<u>3,560,128</u>
The funds of the Charity:	18				
Restricted income funds			35,000		25,000
Unrestricted income funds:					
Designated funds		1,026,549		1,043,007	
General funds		2,964,370		2,492,121	
			<u>3,990,919</u>	<u>3,535,128</u>	
Total unrestricted funds			<u>3,990,919</u>		<u>3,535,128</u>
Total Charity funds			<u>4,025,919</u>		<u>3,560,128</u>

Approved by the Trustees on 13 May 2025 and signed on their behalf by

Mark Harrison
Chairman

Statement of cash flows

For the year ended 31 December 2024

	Note	2024 £	£	2023 £	£
Cash flows from operating activities					
Net income / (expenditure) for the reporting period (as per the statement of financial activities)		465,791		83,627	
Depreciation charges		11,652		9,545	
(Gains)/losses on investments		-		-	
Interest from investments		(98,877)		(60,580)	
(Increase) Decrease in stocks		(5,099)		(3,801)	
Decrease / (Increase) in debtors		(60,811)		24,160	
Increase/(decrease) in creditors		(31,539)		18,186	
Net cash (used in) operating activities		281,117		71,137	
Cash flows from investing activities:					
Dividends, interest and rents from investments		98,877		60,580	
Proceeds from the sale of fixed assets		-		-	
Purchase of fixed assets		(8,726)		(11,967)	
Proceeds from sale of investments		-		-	
Net cash provided by investing activities		90,151		48,613	
Change in cash and cash equivalents in the year		371,268		119,750	
Cash and cash equivalents at the beginning of the year		3,547,360		3,427,610	
Cash and cash equivalents at the end of the year		3,918,628		3,547,360	

1 Accounting policies

a) Statutory information

Lymphoma Action is a Charitable Company limited by guarantee and is incorporated in England, Wales, and Scotland.

The registered office address is Unit 3, Bell Business Park, Smeaton Close, Aylesbury, Bucks, HP19 8JR.

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (March 2018) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the Trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

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

d) Going concern

The Trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern. We have free reserves in excess of ten months of unrestricted expenditure which provides the capacity to respond to changing circumstances.

The Trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

1 Accounting policies (continued)

e) Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the Charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

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

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

f) Donations of gifts, services and facilities

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

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

1 Accounting policies (continued)

g) Interest receivable

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

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the Trustees for particular purposes.

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the Charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of publication production, information and raising awareness, support for people affected by lymphoma, and training and other educational activities undertaken to further the purposes of the Charity and their associated support costs

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on a per capita basis.

Governance costs, comprising the audit fee, Trustees' expenses and indemnity insurance, and the cost of recruiting new Trustees, are apportioned on a per capita basis.

k) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

1 Accounting policies (continued)

l) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

Where fixed assets have been revalued, any excess between the revalued amount and the historic cost of the asset will be shown as a revaluation reserve in the balance sheet.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

▪ Property improvements	10 years
▪ Computer systems	3 years
▪ Furniture and equipment	5 years

m) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading “Net gains/(losses) on investments” in the statement of financial activities. The Charity does not acquire put options, derivatives or other complex financial instruments.

n) Stocks

Stocks are stated at the lower of cost and net realisable value. In general, cost is determined on a first in first out basis and includes transport and handling costs. Net realisable value is the price at which stocks can be sold in the normal course of business after allowing for the costs of realisation. Provision is made where necessary for obsolete, slow moving and defective stocks.

o) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1 Accounting policies (continued)

p) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

q) Creditors and provisions

Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

r) Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

s) Pensions

Contributions payable to the company's pension scheme are charged to the statement of financial activities in the period to which they relate.

2 Income from donations and legacies

	2024			2023		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
Fundraising and individual giving	492,005	90,000	582,005	445,440	-	445,440
In memoriam	167,586	-	167,586	166,690	-	166,690
Trusts and companies	96,142	291,660	387,802	75,550	167,898	243,448
Gift aid	177,301	-	177,301	145,909	-	145,909
Legacies	539,311	-	539,311	575,702	-	575,702
	<u>1,472,345</u>	<u>381,660</u>	<u>1,854,005</u>	<u>1,409,291</u>	<u>167,898</u>	<u>1,577,189</u>

Lymphoma Action

Notes to the financial statements

For the year ended 31 December 2024

3 Income from charitable activities

	2024			2023		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
Education and training	31,062	-	31,062	25,008	-	25,008
	<u>31,062</u>	<u>-</u>	<u>31,062</u>	<u>25,008</u>	<u>-</u>	<u>25,008</u>

4 Income from other trading activities

	2024			2023		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
Challenge events	631,552	-	631,552	518,994	-	518,994
Trading income	33,423	-	33,423	23,979	-	23,979
	<u>664,975</u>	<u>-</u>	<u>664,975</u>	<u>542,973</u>	<u>-</u>	<u>542,973</u>

5 Income from investments

	2024			2023		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
Bank interest	98,877	-	98,877	60,580	-	60,580
	<u>98,877</u>	<u>-</u>	<u>98,877</u>	<u>60,580</u>	<u>-</u>	<u>60,580</u>

Lymphoma Action

Notes to the financial statements

For the year ended 31 December 2024

6a Analysis of expenditure (current year)

	Cost of raising funds		Charitable activities						
	Generating donation and legacies £	Costs of activities for generating funds £	Publication production & distribution, information and raising awareness £	Support for people affected by lymphoma £	Education and training £	Governance costs £	Support costs £	2024 Total £	2023 Total £
Staff costs (Note 8)	326,764	36,788	383,337	380,384	140,533	38,432	112,145	1,418,383	1,291,215
Direct costs									
Generating donations and legacies	80,285	-	-	-	-	-	-	80,285	76,433
Challenge event fees	-	60,419	-	-	-	-	-	60,419	79,601
Merchandise and other costs	-	31,621	-	-	-	-	-	31,621	31,342
Publications	-	-	112,460	-	-	-	-	112,460	131,453
Raising awareness and website	-	-	108,491	-	-	-	-	108,491	143,516
Helpline and support services	-	-	-	15,260	-	-	-	15,260	47,114
Regional and international activities	-	-	-	1,067	-	-	-	1,067	3,693
Workshop, conference and events	-	-	-	-	27,898	-	-	27,898	18,982
	80,285	92,040	220,951	16,327	27,898	-	-	437,501	532,133
Support costs									
Finance, HR & IT	-	-	-	-	-	-	193,779	193,779	167,201
Premises	-	-	-	-	-	-	56,861	56,861	59,427
Stationery, post, phone, equipment and sundry	-	-	-	-	-	-	48,814	48,814	44,247
Depreciation	-	-	-	-	-	-	11,651	11,651	9,546
Governance	-	-	-	-	-	16,139	-	16,139	18,354
	407,049	128,828	604,288	396,711	168,431	54,571	423,249	2,183,128	2,122,123
Support costs	102,814	13,868	127,425	128,488	50,655	-	-423,249	-	-
Governance costs	13,256	1,788	16,429	16,566	6,532	-54,571	-	-	-
Total expenditure 2024	523,119	144,484	748,142	541,765	225,618	-	-	2,183,128	2,122,123

Lymphoma Action

Notes to the financial statements

For the year ended 31 December 2024

6b Analysis of expenditure (prior year)

	Cost of raising funds		Charitable activities					
	Generating donation and legacies	Costs of activities for generating funds	Publication production & distribution, information and raising awareness	Support for people affected by lymphoma	Education and training	Governance costs	Support costs	2023 Total
	£	£	£	£	£	£	£	£
Staff costs (Note 8)	283,257	34,355	361,459	341,037	130,176	35,331	105,600	1,291,215
Direct costs								
Generating donations and legacies	76,433	-	-	-	-	-	-	76,433
Challenge event fees	-	79,601	-	-	-	-	-	79,601
Merchandise and other costs	-	31,342	-	-	-	-	-	31,342
Publications	-	-	131,453	-	-	-	-	131,453
Raising awareness and website	-	-	143,516	-	-	-	-	143,516
Helpline and support services	-	-	-	47,114	-	-	-	47,114
Regional and international activities	-	-	-	3,693	-	-	-	3,693
Workshop, conference and events	-	-	-	-	18,982	-	-	18,982
	76,433	110,943	274,968	50,807	18,982	-	-	532,133
Support costs								
Finance, HR & IT	-	-	-	-	-	-	167,201	167,201
Premises	-	-	-	-	-	-	59,427	59,427
Stationery, post, phone, equipment and sundry	-	-	-	-	-	-	44,247	44,247
Depreciation	-	-	-	-	-	-	9,546	9,546
Governance	-	-	-	-	-	18,355	-	18,354
	359,690	145,298	636,427	391,844	149,158	53,686	386,021	2,122,123
Support costs	89,643	10,176	122,665	116,574	46,962	-	(386,020)	-
Governance costs	12,467	1,415	17,060	16,213	6,531	(53,686)	-	-
Total expenditure 2023	461,800	156,889	776,152	524,631	202,651	1	1	2,122,123

7 Net income / (expenditure) for the year

This is stated after charging:

	2024	2023
	£	£
Depreciation	11,651	9,546
Operating lease rentals payable:		
Property	37,800	37,800
Other	4,800	4,383
Auditor's remuneration (excluding VAT):		
Audit	9,765	9,300
	<u>11,651</u>	<u>9,546</u>

8 Analysis of staff costs, Trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2024	2023
	£	£
Salaries and wages	1,229,752	1,114,264
Redundancy and termination costs	-	5,560
Social security costs	110,780	101,151
Employer's contribution to defined contribution pension schemes	72,732	66,579
Income protection and life assurance	5,118	3,661
	<u>1,418,382</u>	<u>1,291,215</u>

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2024	2023
	No.	No.
£80,000 - £89,999	1	-
£70,000 - £79,999	-	1
	<u>1</u>	<u>1</u>

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £290,632 (2023: £283,100) in relation to four key management posts.

The Charity Trustees were neither paid nor received any other benefits from employment with the Charity in the year (2023: £nil). No Charity Trustee received payment for professional or other services supplied to the Charity (2023: £nil).

8 Analysis of staff costs, Trustee remuneration and expenses, and the cost of key management personnel (continued)

Trustees' expenses represent the payment or reimbursement of travel and subsistence costs totalling £241 (2023: £184) incurred by 2 (2023: 3) members relating to attendance at meetings of the Trustees.

During the year Trustee liability insurance was obtained for £4,267 (2023: £3,370).

9 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 42 (2023: 39).

Staff are split across the activities of the Charity as follows (head count basis):

	2024 No.	2023 No.
Raising funds	11	11
Charitable activities	26	23
Support staff	5	5
	42	39

10 Related party transactions

There are no related party transactions to disclose for 2024 (2023: none).

11 Taxation

The Charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

12 Tangible fixed assets

Cost	Property improvements £	Computer equipment £	Furniture & equipment £	Total £
At the start of the year	-	74,520	16,065	90,585
Disposals in year	-	(7,212)	-	(7,212)
Additions in year	-	8,726	-	8,726
At the end of the year	-	76,034	16,065	92,099
Depreciation				
At the start of the year	-	57,701	4,795	62,496
Disposed of in year	-	(7,212)	-	(7,212)
Charge for the year	-	8,440	3,211	11,651
At the end of the year	-	58,929	8,006	66,935
Net book value				
At the end of the year	-	17,105	8,059	25,164
At the start of the year	-	16,820	11,270	28,090

All of the above assets are used for charitable purposes.

13 Stock

	2024 £	2023 £
Goods for resale	15,604	10,505
	15,604	10,505

14 Debtors

	2024 £	2023 £
Income tax receivable	10,077	10,983
Prepayments	139,276	88,409
Accrued income	40,850	30,000
	190,203	129,392

15 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	35,254	34,729
Taxation and social security	22,016	20,852
Accruals	15,054	20,743
Deferred income (note 16)	51,355	78,895
	123,680	155,219

16 Deferred income

Deferred income comprises income received in advance for events, including entry deposits and sponsorships for individuals undertaking challenge events.

	2024 £	2023 £
Balance at the beginning of the year	78,895	55,448
Amount released to income in the year	(78,895)	(25,504)
Amount deferred in the year	51,356	48,951
Balance at the end of the year	51,356	78,895

17a Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	-	25,164	-	25,164
Net current assets	2,964,370	1,001,385	35,000	4,000,755
Net assets at 31 December 2024	2,964,370	1,026,549	35,000	4,025,919

17b Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	-	28,089	-	28,089
Net current assets	2,492,121	1,014,918	25,000	3,532,039
Net assets at 31 December 2023	2,492,121	1,043,007	25,000	3,560,128

18a Movements in funds (current year)

	At 1 January 2024 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2024 £
Restricted funds:					
Information and publications					
Publications	10,000	141,200	(126,200)	-	25,000
Support for people affected by lymphoma					
Information & support, including helpline, buddy scheme & support groups	15,000	180,500	(185,500)	-	10,000
Education & Training	-	59,960	(59,960)	-	-
Total restricted funds	25,000	381,660	(371,660)	-	35,000
Unrestricted funds:					
Designated funds:					
Investment Reserve	912,058	-	(235,673)	200,000	876,385
ICT replacement fund	50,000	-	(22,665)	22,665	50,000
Legacy fluctuation fund	75,000	-	-	-	75,000
Value of functional assets net of restricted funds	28,089	-	(11,651)	8,726	25,164
Total designated funds	1,065,147	-	(269,989)	231,391	1,026,549
General funds	2,469,981	2,267,259	(1,541,479)	(231,391)	2,964,370
Total unrestricted funds	3,535,128	2,267,259	(1,811,468)	-	3,990,919
Total funds	3,560,128	2,648,919	(2,183,128)	-	4,025,919

The narrative to explain the purpose of each fund is given at the foot of the note below.

18b Movements in funds (prior year)

	At 1 January 2023 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2023 £
Restricted funds:					
Information and publications					
Publications	-	33,000	(23,000)	-	10,000
Support for people affected by lymphoma					
Counselling/psychological support	3,200	-	-	(3,200)	-
Information & support, including helpline, buddy scheme & support groups	-	134,898	(119,898)	-	15,000
Research	12,024	-	-	(12,024)	-
Total restricted funds	15,225	167,898	(142,898)	(15,224)	25,000
Unrestricted funds:					
Designated funds:					
Investment Reserve	1,176,852	-	(264,794)	-	912,058
ICT replacement fund	50,000	-	(10,164)	10,164	50,000
Facebook settlement fund	8,745	-	-	(8,745)	-
Legacy fluctuation fund	75,000	-	-	-	75,000
Value of functional assets net of restricted funds	25,667	-	(9,546)	11,968	28,089
Total designated funds	1,336,264	-	(284,504)	13,387	1,065,147
General funds	2,125,013	2,037,852	(1,694,721)	1,837	2,469,981
Total unrestricted funds	3,461,277	2,037,852	(1,979,225)	15,224	3,535,128
Total funds	3,476,501	2,205,750	(2,122,123)	-	3,560,128

The narrative to explain the purpose of each fund is given at the foot of the note below.

Purposes of restricted funds

Information and publications

Publications

Grants to fund information booklets from our award-winning range about lymphomas and their treatment.

Support for people affected by lymphoma

Information and support, including Helpline, Buddy Service and Online Support Meetings

Grants received towards our information and support services. These include our Helpline (telephone, email and live chat enquiries from people worried about or needing information on lymphoma), Buddy Service (links people to Buddies who have similar, lived experience of lymphoma) and online peer support services.

Education and training

Education and training events and activities

Events for healthcare professionals are held throughout the year.

Purposes of designated funds

In December 2021 we received a legacy of £1.3 million which has been designated for development projects seeking to expand the range of our work and accounted for separately from other funds to prevent it masking any underperformance in mainline fundraising and services.

The ICT replacement fund is to replace ICT assets.

The legacy fluctuation fund is set aside to offset any lower than expected legacy income.

19 Operating lease commitments payable as a lessee

The Charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	Property		Equipment	
	2024	2023	2024	2023
	£	£	£	£
Less than one year	37,800	40,950	2,981	1,826
One to five years	151,200	-	10,433	-
	189,000	40,950	13,414	1,826

20 Legal status of the Charity

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

Reference & administrative details

Trustees

Mark Harrison (#*)

Chair (and Chair of Remuneration Committee)

Dr Cathy Burton

James Cray (*)

Susan Daniels

Keith McLeod (#*)

Treasurer (and Chair of Finance and Risk Committee)

Stepped down November 2024

Melanie Brittain (#*)

Treasurer (and Chair of Finance and Risk Committee)

Appointed December 2024

David McNeill

Harriet Outred (#)

Stepped down February 2024

Shaf Mansour

Christina Kirby

Charlotte Locks-Moro (#)

Appointment ratified February 2024

Member of Finance and Risk Committee

* Member of Remuneration Committee

Chief Executive

Ropinder Gill

Key management personnel

Jim Howson

Director of Finance

Dallas Pounds

Director of Services

Deborah Laing

Director of Fundraising & Communications

Company Secretary

Ropinder Gill

President

Professor John Radford

Patron

Lord Menzies Campbell of Pittenweem

Charity number

England and Wales

1068395

Scotland

SC045850

Company number

03518755

Registered office

Unit 3, Bell Business Park
Smeaton Close
Aylesbury
Buckinghamshire
HP19 8JR

Website

www.lymphoma-action.org.uk

Bankers

CAF Bank Ltd

25 Kings Hill Avenue, West Malling, Kent
ME19 4JQ

National Westminster Bank plc

22 Market Square, Aylesbury,
Buckinghamshire HP20 1TR

Lloyds Bank plc

25 Gresham Street, London, EC2V 7HN

Auditor

Sayer Vincent LLP

110 Golden Lane, London, EC1Y 0TG

Medical Advisory Panel

Dr Kirit Ardeshta
Charlotte Bloodworth
Dr Adrian Bloor
Professor Kristian Bowles
Dr Cathy Burton
Kathryn Chamberlain
Dr Graham Collins
Professor David Cunningham
Dr Shirley D'Sa – *stepped down from MAP
January 2025*
Dr Paul Fields
Dr George Follows – *stepped down from
MAP September 2024*
Dr Christopher Fox
Dr Eve Gallop-Evans
Dr Georgina Hall – *stepped down from MAP
August 2024*
Professor Peter Hoskin
Professor Tim Illidge
Professor Peter Johnson
Dr Rod Johnson
Dr Nagesh Kalakonda
Dr Ben Kennedy
Christine Kirby
Dr Kim Linton

Medical Advisory Panel (continued)

Dr Prem Mahendra
Dr Pam McKay
Dr Christopher McNamara
Dr Brian D Nicholson
Dr Wendy Osborne
Dr Shankara Paneesha
Dr Ruth Pettengell
Professor Andrew Pettitt
Professor John Radford (Chair)
Dr Ravi Ratnavel – *stepped down from MAP
January 2025*
Dr Bhupinder Sharma
Dr Andy Wotherspoon

Image credits

Page 15: Richard Berton

LYMPHOMA ACTION

England & Wales - Charity number 1068395

Accounts

Annual Report & Accounts for the year ending 31 December 2023

Inform | Trusted information and educational resources
Support | Outstanding support services
Connect | An established lymphoma community

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Welcome

Welcome to this year's report on our achievements in 2023.

The past year has, in some ways, been one of transformation for Lymphoma Action. It was both our first post-pandemic year as we prepared for more face-to-face activities, and a year of embarking on new projects and activities. A good proportion of these were funded through a generous legacy which allowed us to invest in new strategic priorities which we would not otherwise have been able to progress.



There were many highlights in 2023, from the launch of our new Online Support Meetings to new campaigns and resources, getting involved in NHS initiatives like the national non-Hodgkin lymphoma audit, as well as starting work on two exciting new services which we plan to launch in 2024.

We also maintained our high-quality standards for our information and support by retaining the PIF TICK quality mark for health and care information and we gained our Investors in Volunteering accreditation.

Through the generosity of others, we can look to 2024 with plans to further expand our range of online support meetings, launch new educational support for nurses and increase support for people as they prepare for lymphoma treatment. Key to all of our work is understanding the lived experience of lymphoma and the needs of our community.

We are excited to be able to do more of what we were set up to achieve, and, as always, are grateful for the continued support of our lymphoma community.

As well as our supporters, I would like to thank our staff and volunteers for their hard work and dedication to helping others affected by lymphoma.

Mark Harrison
Chair of the Board of Trustees
Lymphoma Action

Who we are and what we do

Lymphoma Action was established in 1986 and is the only UK national charity dedicated to lymphoma – the fifth most common cancer in the UK. It provides high quality information, advice and support to people affected by lymphoma, and their family, friends and healthcare professionals.

Our vision

Everyone affected by lymphoma will receive the best possible support, treatment and care.

Our mission

Through information, education, support and influence, we will make sure no one has to face lymphoma alone.

Our goals



Ensure that people **understand lymphoma**.



Enable people affected by lymphoma to feel **supported by others who understand what they are going through**.



Empower people affected by lymphoma and their healthcare professionals to **communicate with confidence**.



Be a voice for people affected by lymphoma to **influence the decisions that affect them**.



Increase the impact of our work by **making best use of our resources**.

Our values

Focused – we are dedicated to the needs of those affected by lymphoma

Empowering – we build confidence to make change happen

Trusted – we use our expertise to deliver quality services

Innovative – we look to a better future for people affected by lymphoma

Collaborative – we are inclusive and value our partnerships

Our year in numbers

Information



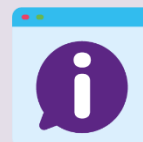
26,883

information books sent



1,800,000

health information
page views



130

information blog posts
published



79,337

Lymphoma Matters
magazines sent



22,000

Lymphoma TrialsLink
page views



10,000

views of our *Lymphoma*
Symptoms animation

Support & volunteering



1,303

Helpline Service
interactions



256

active volunteers



36

buddy links



4,187

members in closed
Facebook support group



267

online support meetings



1,582

online meeting attendances

Education & training



6,179

listens across our
podcast series with
6 new episodes
released



433

healthcare
professionals
attended **2** online
educational events



205

people attended **23**
Live Your Life events



297

people attended
6 live webinars

Social media



56,979

total followers



362,296

engagements



1,410

posts

Income



£2,205,750

total income



£518,994

challenge events



£575,702

legacies

Our objectives and achievements

2023 provided us with opportunities to increase our reach and impact, through the expansion of our digital services and the reintroduction of some face-to-face activities. Here we summarise our progress against our five main goals.

1. Ensure that people understand lymphoma.

Objective

Provide trusted information about lymphoma, at the right time and in the right way, to meet the individual needs of people affected by lymphoma.

Key achievements

- Produced three editions of *Lymphoma Matters* magazine. 79,000 copies sent electronically and, in the post, free of charge.
- Reviewed and printed five information books, with 26,883 information books distributed.
- Published 130 blog posts on internal and external health and cancer related issues.
- Revised 29 medical information web pages, with our health information pages receiving 1.8 million views overall.
- Shared 24 personal stories on our website.
- Produced ten information videos with 4,900 views.

“We both read your magazine from cover to cover; it’s so good – well written, informative and helps to make everything less scary.



Objective

Disseminate our information to more people and more diverse communities to increase our reach.

Key achievements

- Produced a new *Lymphoma Symptoms* animation which has received over 10,000 views.
- Translated three animations and instructions on how to access our Helpline Service via *Language Line* into Punjabi, Polish and Romanian.
- Maintained our PIF TICK accreditation following an annual re-assessment, demonstrating our provision of trusted health and care information.
- Our *What is Lymphoma?* animation was a finalist at the Smiley Charity Film Awards.

Objective

Make our information accessible and give people choice as to how they receive it so they can make informed decisions about their health and care.

Key achievements

- Improved the accessibility of our website following an accessibility audit.
- Engaged with our wider community, including our Insights Panel and medical colleagues to gain insights and feedback on our information provision.

2. Enable people affected by lymphoma to feel supported by others who understand what they are going through

Objective

Ensure that everything we do is informed by the needs and experiences of those we are here to support.

Key achievements

- Worked with our Insights Panel to better understand specific needs at specific points of the lymphoma experience.
- Supported access to better treatment and care through patient involvement in Health Technology Assessment submissions, the National NHL Audit, research requests and treatment trials.

Objective

Provide a range of face-to-face and digital services so that people feel connected and supported.

Key achievements

- Introduced a Call Back Helpline Service and supported 1,303 interactions via phone, email and Live Chat.
- Delivered six live webinars attended by 297 people.
- Produced six new podcasts, with 6,179 'listens' across our *Lymphoma Voices* podcast series.

Objective

Develop and expand our peer-led services.

Key achievements

- Launched a new suite of online support meetings, delivering 256 meetings with 1,336 attendances.
- 249 people supported by our *Live your Life* programme through online and in-person workshops, and our mini course.
- 246 people attended our 11 Special Focus (topic specific) online meetings held in response to what people told us they were concerned about.
- 842 people joined our closed Facebook support group (taking the total group membership to 4,187) to connect with others for support.
- Made 36 successful Buddy links and welcomed 19 new Buddies to the service.
- Used our 2022 research and review of Prehabilitation to start planning a new 'Preparing for Treatment' service, launching in 2024

“*The Special Focus Meeting was really good. I've been struggling with fatigue and felt quite isolated, but hearing stories from others made such a difference.*



3. Empower people affected by lymphoma and their healthcare professionals (HCPs) to communicate with confidence.

Objective

Provide education and resources to equip more healthcare professionals to deliver the best care to those affected by lymphoma.

Key achievements

- 410 specialist registrars, oncologists and haematologists registered for our *Lymphoma Management Course* to learn about the latest lymphoma developments.
- 23 Clinical Nurse Specialists attended our *Insights, Information and Networking* event to help inform the development of a new educational resource for nurses to be launched in 2024.
- Awarded the Gold standard in the Patient Partnership Index for our collaboration with Kyowa Kirin on a cutaneous T-cell lymphoma (skin lymphoma) treatment centre map. This provides details of specialists in skin lymphoma to GPs and patients.

“*Lymphoma Management provided a great summary of current treatment approaches from experts in the field.*”

Objective

Engage with more healthcare professionals, so that they understand how we support and connect people and feel confident promoting our services.

Key achievements

- Provided specialist information and communications to HCPs and met with 148 CNS (Clinical Nurse Specialist) teams across the UK to raise awareness of our services and information resources.
- Regularly met with our expert Medical Advisory Panel to discuss developments that can improve the treatment and care of people affected by lymphoma.

Objective

Empower people to access the treatment, support and care of their choice.

Key achievements

- Listed a total of 62 open trials on our TrialsLink database, with 35 new trials added in 2023 so that people affected by lymphoma could search for clinical trials.

“*Lymphoma Management is a brilliant course, evidence based with expert speakers who can also present their material well.*”

4. Be a voice for people affected by lymphoma to influence the decisions that affect them.

Objective

Collaborate with our partners to share and amplify the voice of people affected by lymphoma and bring about change in policy.

Key achievements

- Launched a petition as part of *One Cancer Voice*, which received 76,559 signatures, calling for the UK Government to tackle the challenges in cancer care.
- Responded to the Government's Call for Evidence to inform a Major Conditions Strategy as part of the Blood Cancer Alliance (BCA) and Cancer52.
- Represented people affected by lymphoma at the Lymphoma Coalition Global Summit, at industry partner meetings and at patient and charity forums.

“I know how much the Charity does and the support you give. So, it really is amazing what we can all do when we come together.”



Objective

Improve health outcomes by supporting developments in the prompt diagnosis, treatment and care of lymphoma.

Key achievements

- Responded to nine Health Technology Assessments (HTAs) with the National Institute for Health and Care Excellence (NICE), and five with the Scottish Medicines Consortium (SMC).
- Supported the NHS 'Be Body Aware' Campaign, with one of our supporters sharing their story with the national media and raising awareness about the symptoms of lymphoma.
- Supported NHS developments that would improve outcomes in treatment and care including contributing to the lymphoma 'tumour site review' and supporting the National Non-Hodgkin Lymphoma Audit Clinical Reference Group.
- Supported five research programmes and patient input into independent research requests, including supporting a COVID research programme.

Objective

Develop communications and campaigns to raise awareness of lymphoma.

Key achievements

- Launched the *Let's talk lymphoma* campaign for Blood Cancer Awareness Month (BCAM) in September, to raise awareness of lymphoma and its symptoms.
- Achieved 544 press mentions, including articles featured in eight magazine titles.
- Developed a comprehensive social media strategy, with social media engagements for the year totalling 362,296.

5. Increase the impact of our work by making best use of our resources.

Objective

Invest and develop in a responsive way, focussing resources effectively to meet the changing needs of the Charity and the people we support.

Key achievements

- Developed and started to implement our strategic plan to spend designated reserves through a series of new activities, improvements to services and the development of new services.
- Improved our infrastructure, ICT and cyber security, moving to a new ICT provider.

Objective

Build an adaptive organisation through responsible fundraising and robust planning and innovation.

Key achievements

- Continued to strengthen our governance and appointed two new members to our Board of Trustees with expertise in healthcare and fundraising.
- We built on our digital and data strategy to better understand the needs of our community and look at how digital development can improve our services.
- Raised £2,205,750 through a diverse set of fundraising streams.
- Established a Data Insights working group to understand what our analytical tools can tell us about improving services, access and fundraising.

Objective

Grow and engage the Lymphoma Action community, underpinned by effective People and Volunteering strategies.

Key achievements

- Awarded the Investing in Volunteers (IiV) accreditation, the UK quality standard for good practice in volunteer management for our work with 256 volunteers who provided a total of 4,234 volunteering hours and took part in 942 activities supporting our work.
- Awarded 23 volunteers for their length of service, and seven for their outstanding contribution at our annual *Volunteer Recognition Awards* ceremony.
- Supported our staff with improved working practises, development and capacity building.
- Updated and implemented our Diversity & Inclusion Framework to improve our inclusion practises across the organisation.

“We have all thoroughly enjoyed raising money for this amazing charity and you have been a great help along the way. Thank you for your support.

Thank you to our fundraisers

We are hugely grateful to everyone who donated to us in 2023, as well as our wonderful fundraisers who took on a whole host of activities and challenges to raise vital funds.

Nearly 500 people, including 75 healthcare professionals, signed up to *Let's talk lymphoma*, our Blood Cancer Awareness Month campaign to raise vital funds and awareness of the symptoms of lymphoma. They raised more than **£90,000** – far more than ever before – and on social media alone, our messages about lymphoma symptoms reached over 65,000 people.



We raised over **£518,994** thanks to people all over the country who walked, ran, swam, cycled and pushed themselves to the limits. Our Bridges of London event was the biggest we've seen,



raising more than **£64,000** (including Gift Aid) and attracting 370 walkers. Our amazing London Marathon runners raised **£160,147** – all of them reaching the finish line and many of them joining us at our post-marathon reception to celebrate together.

So many wonderful supporters chose to give donations in 2023, including many donating in memory of a loved one, or in response to our appeals. These individual donations, along with the regular gifts we receive from many supporters, raised a wonderful **£397,593**.

We are so grateful to the supporters who kindly nominated us as their charity of the year, introduced us to their employer or linked us to their sports or social club. They are amazing champions and helped us raise awareness as well as vital funds. Our corporate partners supported our work and projects, contributing **£239,384**. Our amazing fundraising supporters were out in the community, raising funds themselves, with friends and family or with sports and social clubs. Together, they raised **£171,937**.

Gifts in Wills were an important source of income for the Charity, with **£575,702** received from people who chose to leave a lasting legacy – ensuring that vital information and support remains available to everyone affected by lymphoma.

Thank you so much to everyone who chose to support Lymphoma Action in 2023. With your support, we have been able to maintain high-quality information and support, as well as developing and enhancing our services to make sure no one has to face lymphoma alone.

Reflections and lessons learnt

In a year that was transformative for us as a charity, there were many developments that impacted on our staff and the people we support. Staff were excited and engaged with new projects and activities, and capacity for that work was supported by a number of new posts. However, the pace of change put pressure on our teams.

There is always a reactive element to our work with wider elements outside of our control. Whether this was less appetite for in-person events than expected, the cost-of-living crisis impacting on certain income lines, or problems with third party suppliers or tools, we have to continue to be responsive and adaptable and sometimes pivot our activities.

Our strategies are constantly evolving but rooted in understanding what we are here to do and making our services as accessible and focused on what people need as possible. The key to doing all this well is to be a learning organisation that keeps abreast of developments that could support us.

Just one example of this in 2023 was how best to use Artificial Intelligence (AI) within our organisation. We want to make sure that any AI related work is carried out in a planned, transparent way and in line with our values. We need to scope where its benefits outweigh its risks and with some clear parameters for staff. We will continue this approach in order to slowly build staff confidence and trust and collectively engage in a conversation with our supporters around any possible use of AI.



Our plans for the future

Our strategy is rooted in a core set of goals developed in consultation with people affected by lymphoma, healthcare professionals, staff and volunteers. Reviewed in 2022, our [2023 – 2025 strategy](#) not only takes into account changes brought about by the pandemic, but also reflects the development made possible by a generous legacy which has been designated for new activities and services.

Our strategic aims

1. Ensure that people understand lymphoma.

- Provide trusted information about lymphoma, at the right time and in the right way, to meet the individual needs of people affected by lymphoma.
- Disseminate our information to more people and more diverse communities to increase our reach.
- Make our information accessible and give people choice as to how they receive it so they can make informed decisions about their health and care.

2. Enable people affected by lymphoma to feel supported by others who understand what they are going through.

- Ensure that everything we do is informed by the needs and experiences of those that we are here to support.
- Provide a range of face-to-face and digital services so that people feel connected and supported.
- Develop and expand our peer-led services.





3. Empower people affected by lymphoma and their healthcare professionals to communicate with confidence.

- Engage with more healthcare professionals, so that they understand how we support and connect people, and so feel confident promoting our services.
- Provide education and resources to equip more healthcare professionals to deliver the best care to those affected by lymphoma.
- Empower people to access the treatment, support and care of their choice.

4. Be a voice for people affected by lymphoma to influence the decisions that affect them.

- Collaborate with our partners to share and amplify the voice of people affected by lymphoma and bring about change in policy.
- Improve health outcomes by supporting developments in the prompt diagnosis, treatment and care of lymphoma.
- Develop communications and campaigns to raise awareness of lymphoma.

5. Increase the impact of our work by making best use of our resources.

- Invest and develop in a responsive way, focussing resources effectively to meet the changing needs of the Charity and the people we support.
- Build an adaptive organisation through responsible fundraising, robust planning and innovation.
- Grow and engage the Lymphoma Action community, underpinned by effective people and volunteering strategies.

Governance, structure and management

Constitution

Lymphoma Action is incorporated as a charitable company limited by guarantee and is a registered charity in England, Wales and Scotland. It is governed by its Memorandum and Articles of Association, and the work, management, finances and strategy of the Charity are overseen by a Board of Trustees, who are also the Company Directors. The Trustees who held office during the financial year 2023 and at the date of the report are set out on page 46.

A minimum of four Trustees and a maximum of 11 Trustees in office at any one time are required by the Articles of Association. At every Annual General Meeting (AGM) four Trustees retire by rotation but are eligible for re-election. There is no restriction on the term of tenure as a Trustee. Trustees do not receive remuneration for their duties.

Purpose

The Charity's purposes are set out in its Memorandum of Association:

- The relief of suffering of persons affected by lymphoma and other blood cancers by providing information, psychological support and treatment.
- The promotion, funding and publication of research into lymphomas and other blood cancers, including the causes, the treatments and treatment outcomes.
- Activities to raise the awareness of lymphoma and other blood cancers, to encourage the allocation of resources to their treatment and research and to allow more people to access Lymphoma Action's services.

Public benefit

We **inform** people by providing the information and literature they need to understand the complexities of their type of cancer and the different treatment options.

We **support** anyone affected through a range of support services, including our confidential phone and LiveChat support line, peer support and education events.

We **connect** people to the best resources available and to others who understand what they are going through, including through our Buddy Service and support meetings.

A diagnosis of lymphoma changes lives, whether a person is diagnosed themselves or caring for a loved one. We are often the first point of contact and continue to be there for people throughout their experience of lymphoma. Despite being the fifth most common cancer, many people know

little about lymphoma. Therefore, as well as providing information and support services, we represent the interests and voice of people affected by lymphoma in areas of policy and raise awareness of lymphoma as a blood cancer.

The Trustees review the aims, objectives and activities of the Charity each year. This report looks at what the Charity has achieved and the outcomes of its work in the reporting period. The Trustees report the success of each key activity and the benefits the Charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the Charity's aims, objectives and activities remained focused on its stated purposes.

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

Board and management operations and structure

Board of Trustees

The Board of Trustees meets four times a year to review the organisation's work, finances and services, and to agree the strategic goals for the Charity. The Chief Executive and Senior Management Team attend all meetings. The Board also reviews its own operation, effectiveness and governance on an annual basis and every year there is a Trustee/Senior Management Team Away Day. We have one trustee who has been with the charity for over nine years. As the majority of our Board have joined in the last few years, it is considered beneficial to retain longer-serving trustees to help maintain continuity and institutional knowledge of Lymphoma Action.

The Charity also has a Finance and Risk sub-Committee to the Board. The Committee comprising three Trustees, including the Treasurer, has specific responsibility for overseeing and reviewing the organisation's financial operation and risk management. It usually meets four times a year, with the Chief Executive, the Director of Finance and the Director of Fundraising and Communications in attendance.

In addition, a Remuneration Committee, comprising three Trustees, including the Chair of the Board, the Treasurer and one other Trustee (preferably with HR expertise), meets once a year to make recommendations on setting pay awards, salary levels and to review the Chief Executive's salary.

Recruitment and appointment of new Trustees

A review of the recruitment needs of the Board of Trustees is conducted under the leadership of the Chair, including a skills audit of the current knowledge, experience, skills and abilities and how they will be affected by any Trustee departures in the future. We advertise any Trustee vacancies nationally and via relevant professional and organisational networks, depending upon the expertise and specialisms required.

Applicants are shortlisted against the criteria in the person specification for the role of Trustee, including any specific qualities highlighted during the above audit. Shortlisted applicants are invited for interview by at least two Trustees, one of whom will be the Chair. Shortlisted applicants are only appointed where they have the necessary skills and qualities to contribute effectively to the Charity's management and development.

The Charity aims to have the following represented on the Board of Trustees in terms of personal knowledge or experience: lymphoma (directly or indirectly); medical or clinical practice; financial management or investment (with preferably a recognised accountancy or auditing qualification); governance and risk management; fundraising; strategic planning, human resources; public relations; media and communications; lobbying and campaigning; sales or marketing; NHS and/or cancer policy; change management; digital/information technology; monitoring and evaluating performance.

All new Trustees receive a comprehensive induction, which includes detailed information about the Charity, including its Memorandum and Articles, accounts, financial reports and minutes of previous Trustees' meetings. In addition, Trustees attend an induction process, where they are briefed by the Chief Executive and key staff members on all aspects of the Charity's operations, staffing and organisational management.

Under the Charity's Diversity and Inclusion Framework the Board of Trustees is committed to ensuring that the Charity's leadership better reflects the communities that we are here to serve. This manifests itself in a commitment to principles of equality, diversity and inclusion on the Board and an ongoing review of the Trustee recruitment process so that there is diversity of thought and experience reflected on the Charity's Board. New Trustees are provided with a 'Guide to Lymphoma Action' which acts as a Trustee manual and gives them an overview of the Charity and their governance responsibilities. This was updated in 2023 and includes a greater emphasis on their duties to foster Equality, Diversity and Inclusion at Lymphoma Action.

Management and organisation

Day-to-day operation of the Charity, and strategy implementation, is delegated by the Board to the Chief Executive, with the support of the Senior Management Team.

The Senior Management Team is comprised of:

Chief Executive, Ropinder Gill

Director of Services, Dallas Pounds

Director of Finance, Jim Howson

Director of Fundraising and Communications, Deborah Laing

Related parties

The only related parties are considered to be the Trustees and those connected with the Trustees including their close family, business and other charity interests. There have been no transactions

with related parties, other than the reimbursement of any reasonable expenses for the purposes of attendance at Board meetings and other relevant organisational activities.

Remuneration policy

The Board of Trustees formally reviewed and re-approved the Charity's Remuneration Policy following a meeting on the 13 March 2023. The policy can be summarised as follows:

Lymphoma Action is committed to ensuring that we pay our staff fairly and in a way that ensures we attract and retain the right skills to have the greatest impact in delivering our charitable objectives. We also recognise that pay is part of a wider employment offer to staff, which includes, amongst others, satisfaction of working for a charity, personal development, good working practices and a range of other benefits.

To ensure we pay a fair salary that is competitive within the charitable sector, we monitor sector pay levels using a benchmarked market pay system. We also ensure that pay is proportionate to the complexity of each role, in line with our organisational objectives and without discrimination on grounds of protected characteristics as set out in the Equality Act 2010.

As set out in detail in the full policy, Lymphoma Action aims to provide remuneration which:

- Rewards staff with pay in line with the market rate for the charitable sector for the contribution they make.
- Is affordable and appropriate to the income, size and nature of Lymphoma Action as a charity.
- Takes account of the skills, knowledge and experience required of staff.
- Reflects the values of Lymphoma Action and its general needs and reputation.
- Considers the current strategic plans and business needs and/or future needs.
- Upholds a maximum remuneration ratio of 3:1 between its highest paid member of staff and the median salary level.
- Is fair and transparent.
- Always meets our statutory obligations on national minimum pay rates.

A review of salaries normally takes place annually in March/April to take effect from the January before and, if changes are to be made, staff are advised in writing of the amount and the date from which it takes effect.

A salary review does not imply an increase and in making any pay award the review will be based on the organisation's financial health. The remuneration policy is reviewed annually and a Remuneration Committee oversees its application, providing advice to the full Board.

The Board of Trustees is committed to including the following information within its annual statutory accounts:

- A summary statement of the organisation's remuneration policy and approach to senior executive pay.
- Disclosure of the number of staff in receipt of more than £60,000 per annum (in bands of £10,000), and the collective total benefits (including pension payments) paid to 'key management personnel' (which we have defined as the Senior Management Team), in line with

the accounting Statement of Recommended Practice 2015 for charities. Given the organisation's size, the Board of Trustees does not believe it is appropriate to disclose the actual/personal salary of any individual member of staff, including senior executives, to the public.

- Disclosure of pensions and other staff benefits.

Overall risk appetite statement

Risk assessment and management

The Board of Trustees, supplemented by the Finance and Risk Committee, is responsible for setting and monitoring risk appetite, balancing our need to be sustainable with our desire to meet our strategic objectives. We understand that taking risks, when well assessed and managed, is healthy - often leading to innovation, improvement and growth and that, when taking risks, we must do so in an open and transparent way.

Lymphoma Action operates a dynamic approach to risk assessment with each of the seven Board level risks 'owned' by a senior manager and actively managed. The risk matrix, showing all the risks relative to each other, was overhauled in April 2023 and is regularly reviewed by the Finance and Risk Committee so that the Board is satisfied that major risks have been accurately identified and that measures for managing those risks are in place. The approach to, and appetite for risk, is summarised in the risk appetite statements relating to each of the Board level risks.

Summary of top-level risks and their measures and controls

Top-level risks	Measures and controls
Charitable activities Unexpected external events, inadequate services strategy or failure to effectively digitise services.	• Long-term strategy in place with effective business planning/strategy processes and cycles. • Quality standards and KPIs in place. • Effective monitoring of external environment, other service providers and horizon scanning. • Key stakeholder groups and feedback/complaint mechanisms in place.
Income and financial sustainability Significant drop in fundraised income, failure to meet income and expenditure targets, insufficient reserves or long-term financial planning, and weak financial controls.	• Diversified income streams and income generating strategies, mapping risks and assumptions. • Robust reserves policy in place. • Internal and external monitoring mechanisms such as market trends, management accounts. • Robust budget setting process with Finance and Risk Committee in place. • Effective policies and financial controls in place.
People, leadership and culture	• Competitive pay and benefits for staff. • Staff and volunteer surveys.

Failure to recruit or retain staff, poor culture, leadership or change management. Lack of diversity and inclusion.	• Robust policies and procedures. • Remuneration Committee in place. • People strategy in place and a Diversity and Inclusion Framework. • Internal communications processes in place.
Reputation Reputational risk due to negative publicity, safeguarding failures or lack of transparency, accountability or professionalism.	• Robust policies and procedures in place. • Effective processes for risk management with monitoring of feedback, complaints, incidents. • Mechanisms to detect, investigate and report/respond. • Expert and lay panels in place. • Public and professional liability insurance in place. • Member of the Fundraising Regulator. • Publication of detailed annual accounts and key documents/policies on website.
Systems and facilities Infrastructure which is inadequate, antiquated or prone to failure. Destruction or loss of property, systems or facilities.	• ICT and Digital Strategy in place with external ICT support. • Office/lease management and maintenance plan. • Emergency response policy and procedures in place. • Key ICT systems and infrastructure in place.
Data and Information Security External or internal cyber security incidents or data breaches.	• Data protection officer and data protection policy in place with robust procedures and documents • ICT security policies with Cyber Essentials security certificate and cyber security insurance in place. • Training for staff and volunteers.
Governance Inadequate reporting, failure to comply with legislation or regulation and inadequate Board structure or membership.	• Board of Trustees with varied skills and experience, with effective induction processes in place for new Trustees. • Effective sub-committees in place including Remuneration Committee and the Finance and Risk Committee. • Policies and procedures including emergency response and Board Conflicts of Interest policy. • Annual financial audit. • Adherence to Charity Commission guidance with compliant reporting mechanisms. • Appropriate insurance cover and measures. • Regular cycle of Board and governance meetings.

Our approach to fundraising



We are registered with the Fundraising Regulator and ensure that our supporter communications and fundraising practices meet the requirements of the Codes of Practice. Our [fundraising promise](#) outlines our commitment to high standards.

- All fundraising activity complies with the Data Protection Act 2018 including the UK General Data Protection Regulation (GDPR).
- Promotional goods sent out for fundraising purposes and use of our logo on external fundraising materials is subject to approval. Official stationery such as our letterhead is never sent out for external use.
- The Board of Trustees has a member with senior fundraising expertise who provides additional assistance, advice and reassurance on our fundraising delivery.
- We hold a full gambling licence issued by the Gambling Commission (Operating Licence Number: 000-052725-N-329568-001) and adhere to its rules and regulations, including membership to a third-party consumer dispute agency, ADRg Consumer Dispute Scheme which ensures Lymphoma Action is compliant with The Alternative Dispute Resolution for Consumer Disputes Regulations 2015.
- We have an *Ethical Policy on the Acceptance and Refusal of Donations* which states that we will do our utmost to solicit and accept funds with the presumption that supporters give donations in good faith and that refusal must be only on the strongest grounds. The policy sets out the clear parameters in which donations can and should be refused.
- We have a [policy for working with healthcare and pharmaceutical companies](#) which states that no more than 20% of our income can come from these companies and there is a cap per company (currently £80k). Acceptance of donations does not mean that we endorse their products and under no circumstances can these companies influence our strategic direction and activities.
- In 2023 we handled one formal complaint that was resolved in line with our policy, with Trustees updated on a quarterly basis. As per our policy, fundraising complaints will be referred to the Fundraising Regulator if a resolution cannot be reached.
- We do *not* conduct any telephone, face-to-face or door-to-door fundraising.
- We do *not* use third party agencies to make fundraising asks, although we do use them for fulfilment purposes, such as processing direct debits. In such situations, legal agreements are in place. In no other circumstance do we swap or share data and we never sell data.
- In 2023, we received the following sums from pharmaceutical companies: AbbVie £11,080; BeiGene £24,000; Bristol Myers Squibb £10,000; Gilead £50,698; Incyte Biosciences UK Ltd £11,583; Kyowa Kirin £10,000; Recordati £5,000, Roche £15,000; Serb £10,000, Sobi £15,000 and Takeda £15,000. These funds supported the continued delivery of our patient and HCP education and training programmes, publications, helpline, support groups, and digital information as well as the introduction of our new 2024 'Preparing for Treatment' programme. We also received small sums for participating in certain meetings and committees.

Financial review

Financial overview and review

In 2023 our income was £2,205,750, up by 6% or £125,858 on 2022. The increase in income reflects a continued appetite for fundraising and community events as well the steadfast support from our community which meant that we performed well on the majority of our income lines.

A number of factors contributed to our strong financial performance: success on campaigns such as The Big Give and Blood Cancer Awareness month; responsive communications; better than expected legacy income, our largest number of London Marathon participants and improved Gift Aid claiming processes amongst many others.

There were challenges - we struggled to raise trust income and started to see a fall in some types of donations and regular gifts. Across the backdrop of a continuing cost-of-living crisis, our income performance was a testament to the amazing generosity of our supporters, the hard work of our fundraising and communications teams, and the quality of our services.

Expenditure increased by 17% on 2022 figures, rising to £2,122,130. This was up £309,245 from the prior year's £1,812,885 and predominantly related to planned investment from our increased reserves. We developed a number of projects for which we had earmarked a large legacy we had previously received. This included launching new online support meetings, a new awareness raising campaign, a new animation, improving our healthcare professional liaison, increasing our language translation and improving the accessibility of our website, our brand and our services.

This legacy also funded additional staff posts to increase capacity in our helpline services, for our buddy provision and in our social media team. It supported the development of two new services launching in 2024 - a 'Preparing for treatment' service and a new educational resource for nurses. The projects incurred a range of direct and staffing costs across a number of functions, but all with a focus on improving the lives of people affected by lymphoma.

In addition, whilst there were inflationary increases in costs like print and postage, greater costs were incurred in the development of our ICT infrastructure and for HR costs including the pay award to staff. Despite the planned for increased expenditure, our better-than-expected income performance meant that we ended the year with a small surplus of £83,620.

At 31 December 2023 the net assets of the Charity were £3,560,128 (2022: £3,476,501), comprising £2,492,121 in uncommitted unrestricted funds (2021: £2,125,013) and £1,043,007 in designated unrestricted funds (2021: £1,336,264). We had an excess of income over expenditure of £83,620 allowing us to face the immediate future with a certain degree of confidence.

Our reserves policy

In 2023 we reviewed our Reserves Policy, in line with best practice guidance. Our policy identifies three elements of reserve:

- Known liabilities and contingencies such as wind-down costs based on the costs of closing down the Charity.
- Provision to absorb setback, predominantly related to income-based risk.
- A strategic investment reserve, subject to funds being available which can be designated for development or to take advantage of emerging opportunities.

The reserves (and the reserves policy) are reviewed annually in time for the new financial year and are calculable at any point of the year if required. Lymphoma Action expresses the reserves amount in 'months expenditure' for the purposes of external communications and will consider and recalculate the reserves level should they fall below our minimum requirements (reference points 1 and 2 above).

At 31 December 2023 we held £3,560,128 in reserves (2022: £3,476,501) of which £25,000 was restricted, £1,043,007 was designated for projects and activities, leaving £2,492,121 in free reserves which represents 14 months of unrestricted annual expenditure.

Given the particular challenges of lymphoma (which include a greater vulnerability of lymphoma patients to COVID), the Trustees consider a minimum of 12 months to be a reasonable reserves level to ensure patients are adequately supported in the event of closure. We intend to designate a further £100k annually from our free reserves, subject to approval from the Trustee Board, to bring our free reserves closer to our target.

Our designated reserves reflect the Board of Trustees' commitment to spend a particularly generous legacy strategically and carefully to develop services and activities. This way the Charity will be able to maintain the projects and increased costs beyond the duration of the designated spend which is tapered until 2026.

The legacy has enabled the Charity to increase headcount and invest in key projects it would not otherwise have been able to support, as set out on page 23. These developments include two exciting new services launching in 2024 and additional investment in communications, in services, in our website and in our fundraising and communications team to respond to the increased engagement with our community.

Our two new services will complement our existing services (which are funded entirely through the support of our community) and will include a modular learning programme for nurses new to lymphoma, who we know are crucial to better patient experience and outcomes. We also know that many of the circa 20,000 people diagnosed with lymphoma and CLL every year will have a small window of time between diagnosis and treatment in which to prepare. Our second new service has been developed to provide vital support during this time.

Whilst the Board of Trustees has prioritised the legacy spend, recognising the challenge of increased reserves and the fact that donations are given for the benefit of people affected by lymphoma, they are mindful that lymphoma can be a devastating diagnosis and some people need long-term support due to the nature of this cancer. We therefore aim, in everything we do, to balance the desire to invest sustainably in our services, with the need to protect and maintain the vital information and support we provide.

Statement of Trustees' responsibilities

The format and content of the report and financial statements comply with the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP 2019) issued October 2019, applicable accounting standards, the Charities Act 2011 and the Companies Act 2006.

Company law requires the Trustees, as Directors of the Charitable Company, to prepare financial statements for each financial period which give a true and fair view of the state of the affairs of the Charitable Company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial period. In preparing those financial statements, the Trustees follow best practice and:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles of the charity SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the company will continue on that basis.

The Trustees are responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the Charitable Company and to enable them to ensure that the financial statements comply with the Charities Act 2011 and the Companies Act 2006.

The Trustees are also responsible for safeguarding the assets of the Charitable Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to the Auditor

In accordance with company law, as the Company's Trustees, we certify that:

- So far as we are aware, there is no relevant audit information of which the Company's Auditor is unaware.

- So far as we are aware, we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the Auditor is aware of that information.

Auditor

The Auditor, Sayer Vincent LLP, have signified their willingness to continue in office. A resolution to re-appoint them as Auditor will be proposed at the forthcoming annual general meeting.

Financial statements are published on Lymphoma Action's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions.

The maintenance and integrity of Lymphoma Action's website is the responsibility of the Trustees. The Trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

The Trustees have prepared this report in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

Signed by Mark Harrison, Chair, on behalf of the Trustees of Lymphoma Action

Mark Harrison
Chair

Date 7 May 2024

Independent Auditor's report to the members of Lymphoma Action

Opinion

We have audited the financial statements of Lymphoma Action (the 'Charitable Company') for the year ended 31 December 2023 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the Charitable Company's affairs as at 31 December 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended.
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.
- Have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other Information

The other information comprises the information included in the Trustees' Annual Report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Trustees' Annual Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charitable Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

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

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities set out in the Trustees' Annual Report, the Trustees (who are also the Directors of the Charitable Company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Charitable Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Charitable Company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management and the Finance and Risk Committee, which included obtaining and reviewing supporting documentation, concerning the Charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance.
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud.
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.

- We obtained an understanding of the legal and regulatory framework that the Charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the Charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and evaluated these against supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the Charitable Company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the Charitable Company's members those matters we are required to state to them in an auditor's report and for no other purpose.

To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charitable Company and the Charitable Company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Jonathan Orchard (Senior statutory auditor)

20 May 2024

for and on behalf of Sayer Vincent LLP, Statutory Auditor

110 Golden Lane, LONDON, EC1Y 0TG

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Lymphoma Action

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 December 2023

	Note	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Income from:							
Donations and legacies	2	1,409,291	167,898	1,577,189	1,259,550	228,000	1,487,550
Charitable activities	3	25,008	–	25,008	28,035	–	28,035
Other trading activities	4	542,973	–	542,973	555,527	–	555,527
Investments	5	60,580	–	60,580	8,780	–	8,780
Total income		2,037,852	167,898	2,205,750	1,851,892	228,000	2,079,892
Expenditure on:							
Raising funds	6	618,689	–	618,689	568,510	–	568,510
Charitable activities							
Publication production & distribution, information and raising awareness	6	753,152	23,000	776,152	486,529	99,700	586,229
Support for people affected by lymphoma	6	458,733	65,898	524,631	408,493	111,300	519,793
Education and training	6	148,651	54,000	202,651	121,353	17,000	138,353
Total expenditure		1,979,225	142,898	2,122,123	1,584,885	228,000	1,812,885
Transfers Between Funds		15,225	(15,225)				
Net income / (expenditure) before net gains / (losses) on investments		73,852	9,775	83,627	267,007	–	267,007
Net gains / (losses) on investments		–	–	–	–	–	–
Net movement in funds		73,852	9,775	83,627	267,007	–	267,007
Reconciliation of funds:							
Total funds brought forward		3,461,276	15,225	3,476,501	3,194,269	15,225	3,209,494
Total funds carried forward		3,535,128	25,000	3,560,128	3,461,276	15,225	3,476,501

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 19 to the financial statements.

Lymphoma Action

Balance sheet

Company no. 03518755

As at 31 December 2023

	Note	£	2023 £	£	2022 £
Fixed assets:					
Tangible assets	12		28,089		25,667
Investments	13		–		–
			28,089		25,667
Current assets:					
Stock	13	10,505		6,704	
Debtors	14	129,392		153,552	
Cash at bank and in hand		3,547,360		3,427,610	
		3,687,257		3,587,866	
Liabilities:					
Creditors: amounts falling due within one year	15	(155,218)		(137,032)	
Net current assets			3,532,039		3,450,834
Net assets	17		3,560,128		3,476,500
The funds of the charity:	18				
Restricted income funds			25,000		15,224
Unrestricted income funds:					
Designated funds		1,043,007		1,336,264	
General funds		2,492,121		2,125,013	
Total unrestricted funds			3,535,128		3,461,277
Total charity funds			3,560,128		3,476,501

Approved by the trustees on 7 May 2024 and signed on their behalf by

Mark Harrison
Chairman

Lymphoma Action

Statement of cash flows

For the year ended 31 December 2023

	Note	2023 £	£	2022 £	£
Cash flows from operating activities					
Net income / (expenditure) for the reporting period (as per the statement of financial activities)		83,627		267,007	
Depreciation charges		9,545		15,432	
(Gains)/losses on investments		–		–	
Interest from investments		(60,580)		(8,780)	
(Increase) Decrease in stocks		(3,801)		2,989	
Decrease / (Increase) in debtors		24,160		(37,723)	
Increase/(decrease) in creditors		18,186		32,964	
Net cash (used in) operating activities			71,137		271,889
Cash flows from investing activities:					
Dividends, interest and rents from investments		60,580		8,780	
Purchase of fixed assets		(11,967)		(26,301)	
Proceeds from sale of investments		–		–	
Net cash provided by investing activities			48,613		(17,521)
Change in cash and cash equivalents in the year			119,750		254,368
Cash and cash equivalents at the beginning of the year			3,427,610		3,173,242
Cash and cash equivalents at the end of the year			3,547,360		3,427,610

1 Accounting policies

a) Statutory information

Lymphoma Action is a charitable company limited by guarantee and is incorporated in England, Wales, and Scotland.

The registered office address is Unit 3, Bell Business Park, Smeaton Close, Aylesbury, Bucks, HP19 8JR.

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (March 2018) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

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

d) Going concern

The Trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern. We have free reserves in excess of ten months of unrestricted expenditure which provides the capacity to respond to changing circumstances.

The Trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the Charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

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

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

1 Accounting policies (continued)

f) Donations of gifts, services and facilities

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

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

g) Interest receivable

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

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the Charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of publication production, information and raising awareness, support for people affected by lymphoma, and training and other educational activities undertaken to further the purposes of the charity and their associated support costs

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on a per capita basis.

Governance costs, comprising the audit fee, Trustees' expenses and indemnity insurance, and the cost of recruiting new Trustees, are apportioned on a per capita basis.

k) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

l) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

Where fixed assets have been revalued, any excess between the revalued amount and the historic cost of the asset will be shown as a revaluation reserve in the balance sheet.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

▪ Property improvements	10 years
▪ Computer systems	3 years
▪ Furniture and equipment	5 years

1 Accounting policies (continued)

m) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading "Net gains/(losses) on investments" in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

n) Stocks

Stocks are stated at the lower of cost and net realisable value. In general, cost is determined on a first in first out basis and includes transport and handling costs. Net realisable value is the price at which stocks can be sold in the normal course of business after allowing for the costs of realisation. Provision is made where necessary for obsolete, slow moving and defective stocks.

o) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

p) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

q) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

r) Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

s) Pensions

Contributions payable to the company's pension scheme are charged to the statement of financial activities in the period to which they relate.

2 Income from donations and legacies

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Fundraising and individual giving	445,440	–	445,440	479,980	–	479,980
In memoriam	166,690	–	166,690	188,437	–	188,437
Trusts and companies	75,550	167,898	243,448	116,391	228,000	344,391
Gift aid	145,909	–	145,909	163,179	–	163,179
Legacies	575,702	–	575,702	311,563	–	311,563
	<u>1,409,291</u>	<u>167,898</u>	<u>1,577,189</u>	<u>1,259,550</u>	<u>228,000</u>	<u>1,487,550</u>

3 Income from charitable activities

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Education and training	25,008	–	25,008	28,034	–	28,034
	25,008	–	25,008	28,034	–	28,034

4 Income from other trading activities

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Challenge events	518,994	–	518,994	520,844	–	520,844
Trading income	23,979	–	23,979	34,683	–	34,683
	542,973	–	542,973	555,527	–	555,527

5 Income from investments

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Bank interest	60,580	–	60,580	8,780	–	8,780
Investment income	–	–	–	–	–	–
	60,580	–	60,580	8,780	–	8,780

6a Analysis of expenditure (current year)

	Cost of raising funds		Charitable activities						
	Generating donation and legacies £	Costs of activities for generating funds £	Publication production & distribution, information and raising awareness £	Support for people affected by lymphoma £	Education and training £	Governance costs £	Support costs £	2023 Total £	2022 Total £
Staff costs (Note 8)	283,257	34,355	361,459	341,037	130,176	35,331	105,600	1,291,215	1,068,904
Direct costs									
Generating donations and legacies	76,433	–	–	–	–	–	–	76,433	97,294
Challenge event fees	–	79,601	–	–	–	–	–	79,601	62,934
Merchandise and other costs	–	31,342	–	–	–	–	–	31,342	29,635
Publications	–	–	131,453	–	–	–	–	131,453	82,119
Raising awareness and website	–	–	143,516	–	–	–	–	143,516	83,815
Helpline and support services	–	–	–	47,114	–	–	–	47,114	47,077
Regional and international activities	–	–	–	3,693	–	–	–	3,693	14,465
Workshop, conference and events	–	–	–	–	18,982	–	–	18,982	8,846
	76,433	110,943	274,968	50,807	18,982	–	–	532,133	426,185
Support costs									
Finance, HR & IT	–	–	–	–	–	–	167,201	167,201	115,664
Premises	–	–	–	–	–	–	59,427	59,427	116,527
Stationery, post, phone, equipment and sundry	–	–	–	–	–	–	44,247	44,247	55,423
Depreciation	–	–	–	–	–	–	9,546	9,546	15,432
	–	–	–	–	–	–	–	–	–
Governance	–	–	–	–	–	18,355	–	18,354	14,750
	359,690	145,298	636,427	391,844	149,158	53,686	386,021	2,122,123	1,812,885
Support costs	89,643	10,176	122,665	116,574	46,962	–	(386,020)	–	–
Governance costs	12,467	1,415	17,060	16,213	6,531	(53,686)	–	–	–
Total expenditure 2023	461,800	156,889	776,152	524,631	202,651	1	1	2,122,123	1,812,885

6b Analysis of expenditure (prior year)

	Cost of raising funds		Charitable activities					
	Generating donation and legacies £	Costs of activities for generating funds £	Publication production & distribution, information and raising awareness £	Support for people affected by lymphoma £	Education and training £	Governance costs £	Support costs £	2022 Total £
Staff costs (Note 8)	221,160	28,412	275,080	300,955	86,843	33,963	122,491	1,068,904
Direct costs								
Generating donations and legacies	97,294	-	-	-	-	-	-	97,294
Challenge event fees	-	62,934	-	-	-	-	-	62,934
Merchandise and other costs	-	29,635	-	-	-	-	-	29,635
Publications	-	-	82,119	-	-	-	-	82,119
Raising awareness and website	-	-	83,815	-	-	-	-	83,815
Helpline and support services	-	-	-	47,077	-	-	-	47,077
Regional and international activities	-	-	-	14,465	-	-	-	14,465
Workshop, conference and events	-	-	-	-	8,846	-	-	8,846
	97,294	92,569	165,934	61,542	8,846	-	-	426,185
Support costs								
Finance, HR & IT	-	-	-	-	-	-	115,664	115,664
Premises	-	-	-	-	-	-	116,527	116,527
Stationery, post, phone, equipment and sundry	-	-	-	-	-	-	55,423	55,423
Depreciation	-	-	-	-	-	-	15,432	15,432
	-	-	-	-	-	-	-	-
Governance	-	-	-	-	-	14,750	-	14,750
	318,454	120,981	441,014	362,497	95,689	48,713	425,537	1,812,885
Support costs	100,783	15,034	130,298	141,140	38,282	-	(425,537)	-
Governance costs	11,537	1,721	14,916	16,157	4,382	(48,713)	-	-
Total expenditure 2022	430,774	137,736	586,228	519,794	138,353	-	-	1,812,885

7 Net income / (expenditure) for the year

This is stated after charging:

	2023 £	2022 £
Depreciation	9,546	15,432
Operating lease rentals payable:		
Property	37,800	47,377
Other	4,383	4,383
Auditor's remuneration (excluding VAT):		
Audit	9,300	8,650
	<u>9,300</u>	<u>8,650</u>

8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2023 £	2022 £
Salaries and wages	1,114,264	925,782
Redundancy and termination costs	5,560	–
Social security costs	101,151	85,258
Employer's contribution to defined contribution pension schemes	66,579	54,135
Income protection and life assurance	3,661	3,730
	<u>1,291,215</u>	<u>1,068,905</u>

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2023 No.	2022 No.
£70,000 – £79,999	<u>1</u>	<u>1</u>

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £283,100 (2022: £265,400) in relation to four key management posts.

The Charity Trustees were neither paid nor received any other benefits from employment with the charity in the year (2022: £nil). No charity Trustee received payment for professional or other services supplied to the charity (2022: £nil).

Trustees' expenses represent the payment or reimbursement of travel and subsistence costs totalling £184 (2022: £208) incurred by 3 (2022: 3) members relating to attendance at meetings of the Trustees.

During the year Trustee liability insurance was obtained for £3,608 (2022: £3,370).

9 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 39 (2022: 33).

Staff are split across the activities of the charity as follows (head count basis):

	2023 No.	2022 No.
Raising funds	11	9
Charitable activities	23	19
Support staff	5	5
	<u>39</u>	<u>33</u>

10 Related party transactions

There are no related party transactions to disclose for 2023 (2022: none).

11 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

12 Tangible fixed assets

Cost	Property improvements £	Computer equipment £	Furniture & equipment £	Total £
At the start of the year	–	62,553	16,065	78,618
Disposals in year	–	–	–	–
Additions in year	–	11,967	–	11,967
At the end of the year	–	74,520	16,065	90,585
Depreciation				
At the start of the year	–	51,367	1,584	52,951
Disposed of in year	–	–	–	–
Charge for the year	–	6,334	3,211	9,545
At the end of the year	–	57,701	4,795	62,496
Net book value				
At the end of the year	–	16,819	11,270	28,089
At the start of the year	–	11,187	14,481	25,668

All of the above assets are used for charitable purposes.

13 Stock

	2023 £	2022 £
Goods for resale	10,505	6,704
	10,505	6,704

14 Debtors

	2023 £	2022 £
Income tax receivable	10,983	20,500
Prepayments	88,409	98,182
Accrued income	30,000	34,870
	129,392	153,552

15 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	34,729	51,103
Taxation and social security	20,852	20,312
Accruals	20,743	10,169
Deferred income (note 16)	78,895	55,448
	155,218	137,032

16 Deferred income

Deferred income comprises income received in advance for events, including entry deposits and sponsorships for individuals undertaking challenge events.

	2023 £	2022 £
Balance at the beginning of the year	55,448	22,871
Amount released to income in the year	(25,504)	(22,871)
Amount deferred in the year	48,951	55,448
Balance at the end of the year	78,895	55,448

17a Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	–	28,089	–	28,089
Net current assets	2,492,121	1,014,918	25,000	3,532,039
Net assets at 31 December 2023	2,492,121	1,043,007	25,000	3,560,128

17b Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	–	25,667	–	25,667
Net current assets	2,125,013	1,310,597	15,224	3,450,834
Net assets at 30 December 2022	2,125,013	1,336,264	15,224	3,476,501

18a Movements in funds (current year)

	At 1 January 2023 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2023 £
Restricted funds:					
Information and publications					
Publications	–	33,000	(23,000)	–	10,000
Support for people affected by lymphoma					
Counselling/psychological support	3,200	–	–	(3,200)	–
Information & support, including helpline, buddy scheme & support groups	–	134,898	(119,898)	–	15,000
Research	12,024	–	–	(12,024)	–
Total restricted funds	15,224	167,898	(142,898)	(15,224)	25,000
Unrestricted funds:					
Designated funds:					
Investment Reserve	1,176,852	–	(264,794)	–	912,058
ICT replacement fund	50,000	–	(10,164)	10,164	50,000
Facebook settlement fund	8,745	–	–	(8,745)	–
Legacy fluctuation fund	75,000	–	–	–	75,000
Premises fund	–	–	–	–	–
Value of functional assets net of restricted funds	25,667	–	(9,546)	11,968	28,089
Total designated funds	1,336,264	–	(284,504)	13,387	1,065,147
General funds	2,125,013	2,037,852	(1,694,721)	1,837	2,469,981
Total unrestricted funds	3,461,277	2,037,852	(1,979,225)	15,224	3,535,128
Total funds	3,476,501	2,205,750	(2,122,123)	–	3,560,128

The narrative to explain the purpose of each fund is given at the foot of the note below.

18b Movements in funds (prior year)

	At 31 December 2021 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2022 £
Restricted funds:					
Information and publications					
Publications	-	99,700	(99,700)	-	-
Support for people affected by lymphoma					
Counselling/psychological support	3,200	-	-	-	3,200
Information & support, including helpline, buddy scheme & support groups	-	128,300	(128,300)	-	-
Research	12,024	-	-	-	12,024
Total restricted funds	15,225	228,000	(228,000)	-	15,224
Unrestricted funds:					
Designated funds:					
Investment Reserve	1,300,000	-	(123,148)	-	1,176,852
ICT replacement fund	50,000	-	(11,354)	11,354	50,000
Facebook settlement fund	8,745	-	-	-	8,745
Legacy fluctuation fund	50,000	-	-	25,000	75,000
Premises fund	60,000	-	(51,053)	(8,947)	-
Value of functional assets net of restricted funds	14,797	-	(15,432)	26,302	25,667
Total designated funds	1,483,542	-	(200,987)	53,709	1,336,264
General funds	1,710,729	1,851,892	(1,383,899)	(53,709)	2,125,013
Total unrestricted funds	3,194,271	1,851,892	(1,584,886)	-	3,461,277
Total funds	3,209,495	2,079,892	(1,812,886)	-	3,476,501

The narrative to explain the purpose of each fund is given at the foot of the note below.

Purposes of restricted funds
Information and publications
Publications

Grants to fund information booklets from our award-winning range about lymphomas and their treatment.

Support for people affected by lymphoma

Counselling / psychological support

Grants towards a counselling psychological support service for people affected by lymphoma, helping them to come to terms with a diagnosis and deal with distress, anxiety and depression.

Information and support, including helpline, buddy scheme and support meetings

Grants received towards our information and support services. These include our helpline (telephone, email and live chat enquiries from people worried about or needing information on lymphoma), buddy scheme (putting people in touch with others going through a similar experience) and online peer support services.

Research

Funds received and carried over for research into lymphoma and the lives of those affected by lymphoma.

Education and training

Education and training events and activities

Events for healthcare professionals are held throughout the year.

Purposes of designated funds

In December 2021 we received a legacy of £1.3 million which has been designated for development projects seeking to expand the range of our work and accounted for separately from other funds to prevent it masking any underperformance in mainline fundraising and services.

The ICT replacement fund is to replace ICT assets.

The Facebook settlement fund is a provision for possible over recovery of gift aid contingent on the resolution of issues between Facebook and HMRC.

The legacy fluctuation fund is set aside to offset any lower than expected legacy income.

The premises fund is created to cover potential costs of relocation and or refurbishment when the current lease expires.

19 Operating lease commitments payable as a lessee

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	Property 2023 £	2022 £	Equipment 2023 £	2022 £
Less than one year	40,950	37,800	1,826	4,383
One to five years	–	40,950	–	1,826
	40,950	78,750	1,826	6,209

20 Legal status of the charity

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

Reference & administrative

Trustees

Mark Harrison (#*)

Chair (and Chair of Remuneration Committee)

Dr Cathy Burton

Tricia Cavell-Hill (#*)

Stepped down November 2023

James Cray (*)

Susan Daniels

Keith McLeod (#*)

Treasurer (and Chair of Finance and Risk Committee)

David McNeill

Harriet Outred (#)

Stepped down February 2024

Sarah Wells

Stepped down July 2023

Shaf Mansour

Christina Kirby

Appointment ratified November 2023

Charlotte Locks-Moro (#)

Appointment ratified February 2024

Member of Finance and Risk Committee

* Member of Remuneration Committee

Chief Executive

Ropinder Gill

Key management personnel

Jim Howson

Director of Finance

Dallas Pounds

Director of Services

Deborah Laing

Director of Fundraising & Communications

Company Secretary

Ropinder Gill

President

Professor John Radford

Patron

Lord Menzies Campbell of Pittenweem

Charity number

England and Wales

1068395

Scotland

SC045850

Company number

03518755

Registered office

Unit 3, Bell Business Park
Smeaton Close
Aylesbury
Buckinghamshire
HP19 8JR

Website

www.lymphoma-action.org.uk

Bankers

CAF Bank Ltd

25 Kings Hill Avenue, West Malling, Kent
ME19 4JQ

National Westminster Bank plc

22 Market Square, Aylesbury,
Buckinghamshire HP20 1TR

Lloyds Bank plc

25 Gresham Street, London, EC2V 7HN

Auditor

Sayer Vincent LLP

110 Golden Lane, London, EC1Y 0TG

Medical Advisory Panel

Dr Kirit Ardeshta
Charlotte Bloodworth
Dr Adrian Bloor
Professor Kristian Bowles
Dr Cathy Burton
Kathryn Chamberlain - *joined MAP
August 2023*
Dr Graham Collins
Professor David Cunningham
Dr Shirley D'Sa
Dr Paul Fields
Dr George Follows
Dr Christopher Fox
Dr Eve Gallop-Evans
Dr Georgina Hall
Professor Peter Hoskin
Professor Tim Illidge
Professor Peter Johnson
Dr Rod Johnson
Dr Nagesh Kalakonda
Dr Ben Kennedy
Christine Kirby - *joined MAP August 2023*
Dr Kim Linton
Dr Prem Mahendra
Dr Pam McKay

Medical Advisory Panel (continued)

Dr Andrew McMillan – *retired from MAP
April 2023*
Dr Christopher McNamara
Dr Brian D Nicholson
Dr Wendy Osborne
Dr Shankara Paneesha
Dr Ruth Pettengell
Professor Andrew Pettitt
Professor John Radford (Chair)
Dr Ravi Ratnavel
Dr Bhupinder Sharma
Sarah Wells- *retired from MAP July 2023*
Dr Andy Wotherspoon

LYMPHOMA ACTION

England & Wales - Charity number 1068395

Accounts

Lymphoma
action 
Inform | Support | Connect

Annual Report and Accounts for the year ending 31 December 2022

Inform	Award-winning information and educational resources
Support	Outstanding support services
Connect	An established lymphoma community

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Front cover image: One of Lymphoma Action's wonderful supporters at a marathon event.

Welcome

Welcome to this year's report on our achievements in 2022.

My first year as Chair of Lymphoma Action saw the effects of the pandemic ease for many people and our activities and fundraising start to return to normal.

However, some people affected by lymphoma faced the ongoing anxiety of not having the vaccine protection that many others took for granted. Against a backdrop of challenges in the NHS, we continued to provide crucial information and support.



There were many highlights in 2022. We implemented recommendations from our health inequalities research, launching two new animations and improving the accessibility of our website.

We developed a robust policy strategy led by a new post funded from our reserves and welcomed several newcomers to our staff and Trustee teams. Our staff moved to offices which better reflected our ways of working and our supporters helped us to raise over £2m in income for the second year in a row.

We used the year to reflect, review and plan and we updated our strategy to provide clarity and a focus on how best to develop the services with most impact.

Through the support and generosity of our community, we can look to 2023 with plans to develop peer support services, to better inform healthcare professionals and to provide more help to people before they embark on treatment. And we look forward to connecting in person with the return of some of our face-to-face events.

As well as our supporters, I would like to thank our staff and volunteers who make Lymphoma Action the strong community that it is and have made it possible for us to achieve our goals for the year.

Mark Harrison
Chair of the Board of Trustees
Lymphoma Action

Who we are and what we do

Lymphoma Action was established in 1986 and is the only UK national charity dedicated to lymphoma – the fifth most common cancer in the UK.

Our vision

Everyone affected by lymphoma will receive the best possible support, treatment and care.

Our mission

Through information, education, support and influence, we will make sure no one has to face lymphoma alone.

Our values

- **Focused** – we are dedicated to the needs of those affected by lymphoma
- **Empowering** – we build confidence to make change happen
- **Trusted** – we use our expertise to deliver quality services
- **Innovative** – we look to a better future for people affected by lymphoma
- **Collaborative** – we are inclusive and value our partnerships

Our goals*

- Ensure that people understand lymphoma
- Enable people affected by lymphoma to feel supported by others who understand what they are going through
- Empower people affected by lymphoma and their healthcare professionals to communicate with confidence
- Be a voice for people affected by lymphoma to influence the decisions that affect them
- Increase the impact of our work by making best use of our resources

**Based on updates made to our long-term strategy in 2022 to set our strategic aims for 2023 and beyond*



2022 - our year in numbers

Information

Information books and sheets printed or sent:

30,716



COVID-19 & lymphoma online page views:

63,289

Lymphoma Matters magazines sent:

75,679

Website users:

1,270,157



Lymphoma TrialsLink page views:

13,506



Support & volunteering

Helpline service interactions:

1,472



Active volunteers:

256



Buddy links:

40



Online support meeting attendees:

1,664



Members in closed Facebook support group:

3,346

Online support meetings:

299

Education & training

1,406 listens across our **7** podcast episodes

497 healthcare professionals attended **2** online educational events

13 virtual Live Your Life events attended by **110** people

7 live webinars viewed by a total of **594** people



Social media

460,887

YouTube views



37,961

Facebook followers



10,095

Twitter followers



5,355

Instagram followers



Income



Total income:

£2,079,892

Challenge events:

£520,845



Legacies:

£311,563

Our objectives and achievements

In 2022, we were mindful to provide a careful balance when it came to our service delivery and fundraising activities to ensure that we could support everyone affected by lymphoma. Here we summarise progress against our five main goals.

1. Create the highest quality information so that people can understand their lymphoma

2022 objective	Key achievements in 2022
Develop specialist information about lymphoma to cover more of what people need, and provide ongoing COVID-19 support	• Produced three editions of <i>Lymphoma Matters</i> magazine, sent free of charge to over 75,000 people. • Reviewed and printed six booklets, with total book distribution increasing by 3% on 2021 figures. • Provided up-to-date COVID-19 information on our website with over 63,000 page views. • Produced two animations (<i>What is Lymphoma?</i> and <i>About Lymphoma Action</i>) with a combined total of over 2,400 views. • Achieved PIF TICK accreditation, a quality mark to demonstrate our provision of trusted health and care information.
Extend our reach and identify areas where we can increase our impact	• Began the implementation of the findings from our health inequalities project, and the recommendations from our website accessibility audit. • Completed three online resource transcriptions (two webinars and one podcast) to improve information accessibility.
Strengthen and build our channels to share information, using technology to increase our impact	• Revised 55 web pages with 1,514,736 information page views on our website. • Delivered seven live webinars and seven new podcasts. • Produced nine information videos with 5,816 views.

I can't stress how incredibly helpful we found your book – it was literally emailed around friends and family.

2. Ensure that people affected by lymphoma can access the treatment and care that they need

2022 objective	Key achievements in 2022
Enable people affected by lymphoma to have more effective conversations with their healthcare professionals	- Listed a total of 69 open trials on our TrialsLink database. - Held a '<i>Living with COVID</i>' webinar for our <i>Lymphoma Focus Day</i>, with 181 people attending live and a further 341 video views after the live event.
Deliver an education programme for healthcare professionals	472 healthcare professionals accessed our <i>Lymphoma Management Course</i> to better support their patients. 25 attended our <i>Information and Insights</i> event for nurses.
Help identify those treatment priorities and quality of life issues which would make the biggest difference in terms of better access to treatment and care	- Responded to 19 Health Technology Assessments (HTAs) with the National Institute for Health and Care Excellence (NICE), and three with the Scottish Medicines Consortium (SMC). - Worked in collaboration with other charities on a further four responses to NICE, one to the SMC and on a joint response to a Covid Therapeutics Multi Technology Appraisal (MTA). - Submitted information to NICE's HTA for Evusheld, a pre-exposure prophylaxis treatment for COVID-19, as the pandemic continues to impact the lives of those who may not have mounted a strong response to vaccination. - In collaboration with Kyowa Kirin, produced and published an interactive CTCL treatment centre map to provide healthcare professionals with access to the details of specialist CTCL centres in the UK.



Your web pages gave me the information to talk to my oncologist and more hope for what is ahead.

3. Ensure that people feel supported with and beyond lymphoma by others who understand what they are going through

2022 objective	Key achievements in 2022
Continue to build our lymphoma community to support each other in person and/or through digital means	• Delivered 299 online support meetings with 1,664 attendees. • Held six Special Focus (topic specific) meetings with 145 attendees. • Made 40 successful Buddy links. • 1,084 people joined our closed Facebook support group, taking the total group membership to 3,346.
Increase the impact of our helpline and educational services	• 1,472 interactions with our Helpline Service via phone, email and Live Chat. • Delivered 13 virtual <i>Live your Life</i> workshops with 110 attendees. • 60 people registered on our <i>Live Your Life</i> mini course.
Build a large volunteering community that increases the reach and breadth of our work	• 256 volunteers provided a total of 4,010 volunteering hours and supported 4,136 people affected by lymphoma. • Held our first <i>Volunteer Recognition Awards</i>, where 160 awards were presented. • Renewed our Volunteer Strategy ready for launch in 2023.

”

I joined the Facebook group to support my husband and the strength and support he has received from you all has been amazing.

4. Be a voice for people affected by lymphoma in order to influence the decisions that affect them and raise awareness of lymphoma

2022 objective	Key achievements in 2022
Collaborate with our partners to amplify the voice of people affected by lymphoma	• Responded to the Government's Call for Evidence to inform a new 10-year cancer plan as part of <i>One Cancer Voice</i>, asking for commitment to the plan, and urging for a publication date. • Chaired the Blood Cancer Alliance (BCA) health inequalities roundtable on the unmet needs of blood cancer patients from minority ethnic backgrounds, and participated in BCA meetings discussing Access to Medicines. • Continued working with Cancer52, the BCA and our other partners to advocate for better treatment and care.
Strengthen the voice of people affected by lymphoma on a national policy platform	• Recruited a new Policy and Public Affairs Advisor to develop a robust policy strategy and represent the voice of people affected by lymphoma. • Represented people affected by lymphoma through attendance at the Lymphoma Coalition Global Summit, at industry partner meetings and at patient and charity forums. • Supported workshops on unmet needs for specific lymphoma types with Pfizer and Astra Zeneca, and the development of Pfizer's patient charter. • Collaborated with the Lymphoma Coalition to undertake a patient experience survey in the UK, with 500 people sharing insights.
Develop communications and campaigns to deliver our message to a wide and diverse audience	• 161,729 engagements on social media. • 257 press mentions, including articles featured in 12 long lead titles.



*The information on your website made more sense than anything I had heard or read to date. I hope others are lucky enough to also find your website.
Thank you.*

5. Have the most effective resources so that we are sustainable and can deliver impactful services

2022 objective	Key achievements in 2022
Implement our People Strategy	- Improved our hybrid working practices and moved to new office premises to improve the working environment. - Implemented the People Strategy, focusing on wellbeing, internal communications and supporting staff to work effectively. - Continued capacity building through increased recruitment activity and investment in new roles.
Be financially strong and strategically resilient for longer-term sustainability	- Surpassed our annual income targets by responding to increased appetite for events in community fundraising while still offering a variety of ways for supporters to get involved (i.e., digitally/virtually). - Appointed a new Chair of Trustees, along with new members of our Board of Trustees. - Strengthened our governance through the drafting of new policies, the implementation of a new Finance and Risk Committee and tightening our safeguarding measures.
Develop our infrastructure, ICT and digital capabilities aligned to our goals	- Implemented the Digital and ICT strategy, developing infrastructure to support new online support meetings and improving website functionality amongst others. - Invested in more effective cyber security frameworks and measures. - Ensured our new premises had an effective ICT infrastructure to support hybrid working. - Completed a number of audits as part of the implementation of key goals from our ICT and Digital strategy, including a social media audit.

Lymphoma Action is amazing. You are always there when we need you.



Thank you to our fundraisers

Thanks to our wonderful supporters, we have been able to raise the income we needed to develop our services and work to reach more people affected by lymphoma.

Throughout 2022, our supporters continued to support us in lots of ways and embarked on incredible challenges, braving the elements and pushing themselves to the limit to support our work.

We raised over **£500k** from our challenge events, with our London Marathon team bringing in a whopping **£200k** and our flagship *Bridges* event raising an amazing **£50k**. After three years, it was fantastic to see a wave of purple T-shirts zigzagging their way across London bridges in the sunshine.



Our community also came up with their own fabulous fundraising ideas from celebratory fundraisers to holding coffee mornings, cake sales and black-tie dinners. Our *Big Hair Dare* supporters lopped their locks, created rainbows with hair colour, or braved a head shave and raised nearly **£46k**!

And we are truly grateful to those who helped us raise over **£551k** through one-off donations, regular gifts and in response to our appeals and the Big Give Christmas Challenge.

Our legacy income amounted to over **£300k** in 2022, with every gift made to us ensuring that we can continue to support people affected by lymphoma.

We were incredibly grateful to receive **£147k** from supporters making donations in memory of a loved one, and for the **£50k** raised from donations via *Tribute Spaces* created as lasting online tributes in remembrance of someone special. We truly appreciate supporters thinking of us as at a difficult time.

Together with our corporate partners (including pharmaceutical companies who supported and sponsored a range of projects), trusts and foundations helped us raise circa **£345k**.

Lymphoma Action would like to offer our heartfelt thanks to every person who has supported us. Every donation made helps us to continue our work to help people live with and beyond lymphoma. This simply wouldn't be possible without our wonderful community of supporters. Thank you.



Reflections and lessons learnt

In a year where we hoped to get back to some degree of normality, there was ongoing change and development. These are just some of the learnings from 2022:

- There were external (such as the cost-of-living increases) and internal pressures for staff as we downsized our offices and laid the groundwork for new activities. Whilst effective and early planning helped keep things on track, we had to increase capacity before this work could be undertaken.
- Whilst we made good progress against our digital strategy, a concerted effort will be required in 2023 to create the step-change needed to become a more data-driven charity whilst continuing to increase our cyber security resilience.
- In 2022 we did not have the levels of face-to-face interaction that we thought we might as the impact of COVID-19 continued. We learnt that in some areas, like peer support, what we could achieve through digital delivery was greater than before – so there was no going back.
- After two years of focus on health inequalities the challenge continued to be the translation of our understanding in this area into practical steps that make a difference to people affected by cancer. Cancer charities like our ours need the government to share the same focus if there is to be the dramatic impact that we need.
- Collaboration remained key and we worked jointly with some great organisations to strengthen the voice of people affected by lymphoma, including Cancer52, the One Cancer Voice coalition and the Blood Cancer Alliance. There was shared frustration at the challenges beyond our control that impacted on our beneficiaries, including NHS backlogs and staff shortages, but there were also some positive NHS developments that could improve the care and treatment of people with lymphoma. With so many stakeholders to consider, the challenge was talking to the right people at the right time.
- Benchmarking carried out by a third-party demonstrated the quality and range of our services and helped us to prioritise a series of developments and improvements across the organisation. Sometimes it's hard to know how you compare to others until you take a step back and look objectively at the difference the Charity makes.
- Our Trustees and staff want to extend our reach - and the appetite for innovation, after all the change of the pandemic, remains high. The staff team shares our enthusiasm and ambition and Lymphoma Action is privileged to have their loyalty and commitment. We know this can only be maintained through good communication, planning and consultation.

Our plans for the future

We updated our long-term strategy to the end of 2025, to recognise the changes brought by the pandemic, and the fact that the generosity of our supporters means we can develop new services and activities for which we have set aside specific funds. This way we can achieve more for people affected by lymphoma.

Our strategic aims for 2023 and beyond

1. Ensure that people understand lymphoma

- Provide trusted information about lymphoma, at the right time and in the right way, to meet the individual needs of people affected by lymphoma.
- Disseminate our information to more people and more diverse communities to increase our reach.
- Make our information accessible and give people choice as to how they receive it so they can make informed decisions about their health and care.

2. Enable people affected by lymphoma to feel supported by others who understand what they are going through

- Ensure that everything we do is informed by the needs and experiences of those that we are here to support.
- Provide a range of face-to-face and digital services so that people feel connected and supported.
- Develop and expand our peer-led services.

3. Empower people affected by lymphoma and their healthcare professionals to communicate with confidence

- Engage with more healthcare professionals, so that they understand how we support and connect people, and so feel confident promoting our services.



- Provide education and resources to equip more healthcare professionals to deliver the best care to those affected by lymphoma.
- Empower people to access the treatment, support and care of their choice.

4. Be a voice for people affected by lymphoma to influence the decisions that affect them

- Collaborate with our partners to share and amplify the voice of people affected by lymphoma and bring about change in policy.
- Improve health outcomes by supporting developments in the prompt diagnosis, treatment and care of lymphoma.
- Develop communications and campaigns to raise awareness of lymphoma.

5. Increase the impact of our work by making best use of our resources

- Invest and develop in a responsive way, focussing resources effectively to meet the changing needs of the Charity and the people we support.
- Build an adaptive organisation through responsible fundraising, robust planning and innovation.
- Grow and engage the Lymphoma Action community, underpinned by effective people and volunteering strategies.





Governance, structure and management

Constitution

Lymphoma Action is incorporated as a charitable company limited by guarantee and is a registered charity in England, Wales and Scotland. It is governed by its Memorandum and Articles of Association, and the work, management, finances and strategy of the Charity is overseen by a Board of Trustees, who are also the Company Directors. The Trustees who held office during the financial year 2022 and at the date of the report are set out on page 47.

A minimum of four Trustees and a maximum of 11 Trustees in office at any one time are required by the Articles of Association. At every Annual General Meeting (AGM) four Trustees retire by rotation but are eligible for re-election. There is no restriction on the term of tenure as a Trustee. Trustees do not receive remuneration for their duties.

Purpose

The Charity's purposes are set out in its Memorandum of Association:

- The relief of suffering of persons affected by lymphoma and other blood cancers by providing information, psychological support and treatment.
- The promotion, funding and publication of research into lymphomas and other blood cancers, including the causes, the treatments and treatment outcomes.
- Activities to raise the awareness of lymphoma and other blood cancers, to encourage the allocation of resources to their treatment and research and to allow more people to access Lymphoma Action's services.

Public benefit

We **inform** people by providing the information and literature they need to understand the complexities of their type of cancer and the different treatment options.

We **support** anyone affected through a range of support services, including our confidential phone and LiveChat support line, peer support and education events.

We **connect** people to the best resources available and to others who understand what they are going through, including through our Buddy Service and support meetings.

A diagnosis of lymphoma changes lives, whether a person is diagnosed themselves or caring for a loved one. We are often the first point of contact and continue to be there for people throughout their experience of lymphoma. Despite being the fifth most common cancer, many people know little about lymphoma. Therefore, as well as providing information and support services, we represent the interests and voice of people affected by lymphoma in areas of policy and raise awareness of lymphoma as a blood cancer.

The Trustees review the aims, objectives and activities of the Charity each year. This report looks at what the Charity has achieved and the outcomes of its work in the reporting period. The Trustees report the success of each key activity and the benefits the Charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the Charity's aims, objectives and activities remained focused on its stated purposes.

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

Board and management operations and structure

Board of Trustees

The Board of Trustees meets four times a year to review the organisation's work, finances and services, and to agree the strategic goals for the Charity. The Chief Executive and Senior Management Team attend all meetings. The Board also reviews its own operation, effectiveness and governance on an annual basis and every year there is a Trustee/Senior Management Team Away Day.

The Charity's Finance Committee became a Finance and Risk Committee with revised Terms of Reference in 2022. The Committee comprising three Trustees, including the Treasurer, has specific responsibility for overseeing and reviewing the organisation's financial operation and risk management. It usually meets four times a year, with the Chief Executive, the Director of Finance and the Director of Fundraising and Communications in attendance.

In addition, a Remuneration Committee, comprising three Trustees, including the Chair of the Board, the Treasurer and one other Trustee (preferably with HR expertise), meets once a year to make recommendations on setting pay awards, salary levels and to review the Chief Executive's salary.

Recruitment and appointment of new Trustees

An annual review of the recruitment needs of the Board of Trustees is conducted under the leadership of the Chair, including a skills audit of the current knowledge, experience, skills and abilities and how they will be affected by any Trustee departures in the future. We advertise any Trustee vacancies nationally and via relevant professional and organisational networks, depending upon the expertise and specialisms required.

Applicants are shortlisted against the criteria in the person specification for the role of Trustee, including any specific qualities highlighted during the above audit. Shortlisted applicants are invited for interview by at least two Trustees, one of whom will be the Chair. Shortlisted applicants are only appointed where they have the necessary skills and qualities to contribute effectively to the Charity's management and development.

The Charity aims to have the following represented on the Board of Trustees in terms of personal knowledge or experience: lymphoma (directly or indirectly); medical or clinical practice; financial management or investment (with preferably a recognised accountancy or auditing qualification); legal, governance and risk management; fundraising; strategic planning, human resources; public relations; media and communications; lobbying and campaigning; sales or marketing; NHS and/or cancer policy; change management; digital/information technology; monitoring and evaluating performance.

All new Trustees receive a comprehensive induction, which includes detailed information about the Charity, including its Memorandum and Articles, accounts, financial reports and minutes of previous Trustees' meetings. In addition, Trustees attend an induction process, where they are briefed by the Chief Executive and key staff members on all aspects of the Charity's operations, staffing and organisational management.

Under the Charity's Diversity and Inclusion Framework the Board of Trustees is committed to ensuring that the Charity's leadership better reflects the communities that we are here to serve. This manifests itself in a commitment to principles of equality, diversity and inclusion on the Board and an ongoing review of the Trustee recruitment process so that there is diversity of thought and experience reflected on the Charity's Board.

Management and organisation

Day-to-day operation of the Charity, and strategy implementation, is delegated by the Board to the Chief Executive, with the support of the Senior Management Team.

The Senior Management Team is comprised of:

Chief Executive	Ropinder Gill
Director of Services	Dallas Pounds
Director of Finance	Jim Howson
Director of Fundraising and Communications	Deborah Laing (who takes over in 2023 from Karen Rabjohn)

Related parties

The only related parties are considered to be the Trustees and those connected with the Trustees including their close family, business and other charity interests. There have been no transactions with related parties, other than the reimbursement of any reasonable expenses for the purposes of attendance at Board meetings and other relevant organisational activities.

Remuneration policy

The Board of Trustees formally reviewed and re-approved the Charity's Remuneration Policy following a meeting on the 9 May 2022. The policy can be summarised as follows:

Lymphoma Action is committed to ensuring that we pay our staff fairly and in a way that ensures we attract and retain the right skills to have the greatest impact in delivering our charitable objectives. We also recognise that pay is part of a wider employment offer to staff, which includes, amongst others, satisfaction of working for a charity, personal development, good working practices and a range of other benefits.

To ensure we pay a fair salary that is competitive within the charitable sector, we monitor sector pay levels using a benchmarked market pay system. We also ensure that pay is proportionate to the complexity of each role, in line with our organisational objectives and without discrimination on grounds of protected characteristics as set out in the Equality Act 2010.

As set out in detail in the full policy, Lymphoma Action aims to provide remuneration which:

- Rewards staff with pay in line with the market rate for the charitable sector for the contribution they make.
- Is affordable and appropriate to the income, size and nature of Lymphoma Action as a charity.
- Takes account of the skills, knowledge and experience required of staff.
- Reflects the values of Lymphoma Action and its general needs and reputation.
- Considers the current strategic plans and business needs and/or future needs.
- Upholds a maximum remuneration ratio of 3:1 between its highest paid member of staff and the median salary level.
- Is fair and transparent.
- Always meets our statutory obligations on national minimum pay rates.

A review of salaries normally takes place annually in March/April to take effect from the January before and, if changes are to be made, staff will be advised in writing of the amount and the date from which it takes effect.

A salary review does not imply an increase and in making any pay award the review will be based on the organisation's financial health. The remuneration policy is reviewed annually and a Remuneration Committee oversees its application, providing advice to the full Board.

The Board of Trustees is committed to including the following information within its annual statutory accounts:

- A summary statement of the organisation's remuneration policy and approach to senior executive pay.
- Disclosure of the number of staff in receipt of more than £60,000 per annum (in bands of £10,000), and the collective total benefits (including pension payments) paid to 'key management personnel' (which we have defined as the Senior Management Team), in line with the accounting Statement of Recommended Practice 2015 for charities. Given the organisation's size, the Board of Trustees does not believe it is appropriate to disclose the actual/personal salary of any individual member of staff, including senior executives, to the public.
- Disclosure of pensions and other staff benefits.

Risk assessment and management

Lymphoma Action has an overall risk appetite statement for the Charity as well as risk appetite statements covering each of the seven Board level risks. These set out the context of the risk, looking at the risks we may or may not be willing to take. They also consider the upside of taking appropriate risks as well as the emerging issues that require escalation.

2022 was more positive in terms of overall risk not least because of the continued easing of COVID-19 restrictions and strong financial performance. Areas of our Risk Register that required ongoing management included the People Risk (due to more staff changes and illness), Data and Information Security (due to increased phishing attempts), and Systems and Facilities Risk (related to the office move). As is our usual process action plans were in place to help us address the challenges.

We managed risk by continuing to be responsive, collaborating with others and supporting our staff in terms of their wellbeing and ability to work effectively. Our Finance and Risk Committee undertook deep-dives into specific risk areas as part of their new remit supported by a new Trustee with risk management expertise.

Our challenge is to manage any risk related to the investment of our legacy windfall so that the Charity can effectively develop sustainable services for people affected by lymphoma. To mitigate this a series of audits and reviews, including with a Third Party, were undertaken to give us clarity over the best investment of our additional reserves.

Overall risk appetite statement

The Board of Trustees, supplemented by the Finance and Risk Committee, is responsible for setting and monitoring risk appetite, balancing our need to be sustainable with our desire to meet our strategic objectives. We understand that taking risks, when well assessed and managed, is healthy - often leading to innovation, improvement and growth and that, when taking risks, we must do so in an open and transparent way.

We also understand that risks fluctuate and it is important to monitor and report on risk in order to be the most effective that we can be. Lymphoma Action operates a dynamic approach to risk assessment with each of the seven Board level risks 'owned' by a senior manager and actively managed. A risk matrix, showing all the risks relative to each other, is regularly reviewed by the Board of Trustees so that they are satisfied that major risks have been accurately identified and that measures for managing those risks are in place. The Board of Trustees' approach to, and appetite for risk, is summarised in the risk appetite statements relating to each of the Board level risks.

Top level risks and their measures and controls

Top-level risks	Measures and controls
Services strategy Lack of coherent and effective strategy around service delivery to drive impact and/or reduced quality of services	• Long-term strategy in place with KPIs and business planning/strategy processes and cycles. • Groups to provide advice such as our Medical Advisory Panel and Insights Panel. • Effective Board decision making and governance processes.
Financial Significant drop in fundraised income of more than £50k in one or more major income streams/failure to meet income and expenditure targets, which affects net income, the Charity's reserves and ability to deliver strategic goals	• Diversified income streams and income generating strategies, mapping risks and assumptions. • Robust reserves policy. • Internal and external monitoring mechanisms such as market trends, management accounts. • Robust budget setting process with Finance and Risk Committee in place.
People Failure to recruit or retain the required skills and talent to deliver our strategy; the negative impact of COVID-19 on the health and wellbeing of our staff; and a lack of diversity and inclusion, all of which impact on our ability to effectively deliver our strategy and services	• Competitive pay and benefits for staff. • Staff and volunteer surveys. • Robust policies and procedures. • Remuneration Committee in place. • People strategy in place and a Diversity and Inclusion Framework. • Internal communications processes.

Reputation Reputational risk which impacts on financial sustainability and ability of the Charity to continue its services due to incidents or events which damage or negatively impact the Charity's reputation or operations (e.g. policy position, non-compliance, security, major incidents and catastrophes, inappropriate support or poor information provision)	• Preventative policies and procedures, including conflicts of interest and whistleblowing. • Monitoring of feedback, complaints, incidents. • Mechanisms to detect, investigate, report and respond on issues. • Consensus building and support from experts such as our Medical Advisory Panel and Insights Panel. • Public and professional liability insurance in place. • Member of the Fundraising Regulator. • Media training and crisis communications policy in place.
Systems and facilities Inadequate, antiquated or prone to failure which will impact on our ability to provide services or raise income	• ICT and Digital Strategy in place with external ICT support. • Office/lease management and maintenance plan. • Emergency response policy and procedures in place.
Data and Information Security Accidental or malicious loss of personal data or confidential information	• Data protection officer and data protection policy in place. • Other associated policies, frameworks and guidance in place e.g. for working from home. • GDPR risk register, robust documents and procedures in place. • Training for staff and volunteers. • Two factor authentication and security measures across our IT systems. • Cyber Essentials security certificate.
Governance Inadequate governance and/or financial controls (leading to possibility of fraud) or non-compliance to legislation or regulation, leading to unbudgeted losses, reputational loss, cashflow problems and/or lack of compliance with statutory requirements	• Effective HR provision in place. • Policies and procedures including effective emergency response policy and procedures. • Reviews against financial regulations in place. • Quorate number of Trustees on the Board with varied experience and expertise. • Adhere to guidance from the Charity Commission. • Appropriate insurance cover and measures.

Our approach to fundraising



We uphold the highest standards in how we communicate with supporters and ensure that our fundraising practices meet the requirements of the recommended Codes of Practice. We are registered with the Fundraising Regulator and ensure that our fundraising is respectful, open, honest and accountable to the public:

- Our [fundraising promise](#) outlines our commitment to high standards and our fundraising approach is in keeping with the Charity's governing objectives.
- In 2022 we handled three informal complaints that were all resolved and dealt with in line with our policy, with Trustees updated on a quarterly basis. As per our policy, fundraising complaints will be reported and referred to the Fundraising Regulator if a resolution cannot be reached.
- We do *not* conduct any telephone, face-to-face or door-to-door fundraising.
- We do *not* use third party agencies to make fundraising asks, although we do use them for fulfilment purposes, such as processing direct debits or distribution of fundraising direct mail. In such situations, legal agreements are in place. In no other circumstance do we swap or share data and we *never* sell data.
- All fundraising activity complies with the EU General Data Protection Regulation (GDPR) introduced in May 2018.
- Promotional goods sent out for fundraising purposes and use of our logo on external fundraising materials is subject to approval. Official stationery such as our letterhead is never sent out for external use.
- The Board of Trustees has a member with senior fundraising expertise who provides additional assistance, advice and reassurance on our fundraising delivery.
- We hold a full gambling licence issued by the Gambling Commission (Operating Licence Number: 000-052725-N-329568-001) and adhere to its rules and regulations, including membership to a third-party consumer dispute agency, ADRg Consumer Dispute Scheme which ensures Lymphoma Action is compliant with The Alternative Dispute Resolution for Consumer Disputes Regulations 2015.
- We have an *Ethical Policy on the Acceptance and Refusal of Donations* which states that we will do our utmost to solicit and accept funds with the presumption that supporters give donations in good faith and that refusal must be only on the strongest grounds. The policy sets out the clear parameters in which donations can and should be refused and how the Charity goes about making such decisions.
- We have a [policy for working with healthcare and pharmaceutical companies](#) – which states that no more than 20% of our income can come from these companies and there is a cap per company (currently £80k). Acceptance of donations does not mean that we endorse their products and under no circumstances can these companies influence our strategic direction and activities.
- In 2022 we received the following sums from pharmaceutical companies: AbbVie £10,000; AstraZeneca £11,000; Bristol Myers Squibb £11,000; Eli Lilly £11,000; Gilead £46,170; Incyte Biosciences UK Ltd £22,750; Janssen £12,500; Kyowa Kirin £12,150; Pfizer £300; Roche £26,000; Takeda £16,000. These funds supported the development of our health inequalities and information accessibility projects, and the continued delivery of our education and training programmes, publications, and digital information.

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Financial review

Financial overview and review

In 2022 our income was £2,079,892, down by just over 40% or £1,414,033 on the prior year's £3,493,925. This decrease reflects a number of windfalls in 2021, including the receipt of an exceptional legacy payment in that year and an exceptional grant in the trust income line. Accounting for these, we performed better overall in 2022 on the majority of our income lines.

A number of factors contributed to our strong financial performance: a conservative original budget for 2022 in view of the cost-of-living pressures; responsive communications; better than expected Gift Aid and legacy income and a growing appetite for community and events fundraising.

This was a great achievement involving every member of the Lymphoma Action team and is testament to the hard work and cohesion across the organisation which enabled us to demonstrate our impact to our supporters.

Expenditure increased to £1,812,885, up by £332,337 from the prior year's £1,480,548 reflecting an investment from our increased reserves into development activities and new projects. Staff costs increased by 15% predominantly due to investment in posts and capacity building.

Fundraising expenditure showed a conservative increase despite the costs of challenge events (predominantly the London Marathon) reducing. There were more significant increases in services reflecting investment and development in publications, the website, awareness-raising and helpline services.

Some central costs such as travel and related staff expenditure increased reflecting both inflationary pressures and a return to some pre-pandemic activities. Finance, HR and ICT costs increased by over £30k although most of this related to improved ICT infrastructure and cyber security. Costs associated with our office move meant that we spent much more on our premises than in 2021 although longer-term the new offices should reduce our premises costs and utilities.

At 31 December 2022 the net assets of the Charity were £3,476,501 (2021: £3,209,494), comprising £2,125,013 in uncommitted unrestricted funds (2021: £1,710,729) and £1,336,264 in designated unrestricted funds (2021: £1,483,542). We had an excess of income over expenditure of £267,007 allowing us to face the immediate future with a certain degree of confidence.

Our reserves policy

In 2022 we reviewed our Reserves Policy which was redrafted in 2019 in line with best practice guidance to better build resilience within the finances of the Charity. Our policy identifies three elements of reserve:

- Known liabilities and contingencies i.e., wind-down costs based on the costs of closing down the Charity.
- Provision to absorb setback i.e., predominantly related to income-based risk.
- A strategic investment reserve, subject to funds being available which can be designated for development or to take advantage of emerging opportunities.

The reserves are reviewed in line with this policy annually at budget setting time and in time for the new financial year. Notwithstanding this, the reserves amount is calculable at any point of the year if required. Lymphoma Action will continue to express the reserves

amount in 'months expenditure' for the purposes of external communications and will consider and recalculate the reserves level should it fall under what would be deemed three months of expenditure.

At 31 December 2022 we held £2,125,013 as free reserves (2021: £1,710,729) representing 16 months of unrestricted annual expenditure not met from designated reserves. Our designated reserves, in particular the designation of the large legacy, reflect the Board of Trustees' commitment to the strategic development of the Charity's services, with funds set aside pending careful consideration of investment options.

Statement of Trustees' responsibilities

The format and content of the report and financial statements comply with the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP 2019) issued October 2019, applicable accounting standards, the Charities Act 2011 and the Companies Act 2006.

Company law requires the Trustees, as Directors of the Charitable Company, to prepare financial statements for each financial period which give a true and fair view of the state of the affairs of the Charitable Company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial period. In preparing those financial statements, the Trustees follow best practice and:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles of the charity SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the company will continue on that basis.

The Trustees are responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the Charitable Company and to enable them to ensure that the financial statements comply with the Charities Act 2011 and the Companies Act 2006.

The Trustees are also responsible for safeguarding the assets of the Charitable Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to the Auditor

In accordance with company law, as the Company's Trustees, we certify that:

- So far as we are aware, there is no relevant audit information of which the Company's Auditor is unaware.
- So far as we are aware, we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the Auditor is aware of that information.

Auditor

The Auditor, Sayer Vincent LLP, have signified their willingness to continue in office. A resolution to re-appoint them as Auditor will be proposed at the forthcoming annual general meeting.

Financial statements are published on Lymphoma Action's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions.

The maintenance and integrity of Lymphoma Action's website is the responsibility of the Trustees. The Trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

The Trustees have prepared this report in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

Signed by Mark Harrison, Chair, on behalf of the Trustees of Lymphoma Action

Mark Harrison

Date 16 May 2023

Chair

Independent Auditor's report to the members of Lymphoma Action

Opinion

We have audited the financial statements of Lymphoma Action (the 'Charitable Company') for the year ended 31 December 2022 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the Charitable Company's affairs as at 31 December 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended.
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.
- Have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other Information

The other information comprises the information included in the Trustees' Annual Report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Trustees' Annual Report has been prepared in accordance with applicable legal requirements

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charitable Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

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

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities set out in the Trustees' Annual Report, the Trustees (who are also the Directors of the Charitable Company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Charitable Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Charitable Company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management and the audit and risk committee, which included obtaining and reviewing supporting documentation, concerning the Charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance.
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud.
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.

- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the Charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the Charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and evaluated these against supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the Charitable Company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the Charitable Company's members those matters we are required to state to them in an auditor's report and for no other purpose.

To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charitable Company and the Charitable Company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Jonathan Orchard (Senior statutory auditor)

25 May 2023

for and on behalf of Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Lymphoma Action

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 December 2022

	Note	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Income from:							
Donations and legacies	2	1,259,550	228,000	1,487,550	2,733,444	242,190	2,975,634
Charitable activities	3	28,035	–	28,035	24,090	–	24,090
Other trading activities	4	555,527	–	555,527	493,749	–	493,749
Investments	5	8,780	–	8,780	452	–	452
Total income		1,851,892	228,000	2,079,892	3,251,735	242,190	3,493,925
Expenditure on:							
Raising funds	6	568,510	–	568,510	536,531	–	536,531
Charitable activities							
Publication production & distribution, information and raising awareness	6	486,529	99,700	586,229	297,588	147,984	445,572
Support for people affected by lymphoma	6	408,493	111,300	519,793	311,585	76,753	388,338
Education and training	6	121,353	17,000	138,353	65,106	45,000	110,106
Total expenditure		1,584,885	228,000	1,812,885	1,210,811	269,737	1,480,548
Net income / (expenditure) before net gains / (losses) on investments		267,007	–	267,007	2,040,924	(27,547)	2,013,377
Net gains / (losses) on investments	13	–	–	–	–	–	–
Net movement in funds		267,007	–	267,007	2,040,924	(27,547)	2,013,377
Reconciliation of funds:							
Total funds brought forward		3,194,269	15,225	3,209,494	1,153,345	42,772	1,196,117
Total funds carried forward		3,461,276	15,225	3,476,501	3,194,269	15,225	3,209,494

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above.
Movements in funds are disclosed in Note 19 to the financial statements.

Lymphoma Action

Balance sheet

Company no. 03518755

As at 31 December 2022

	Note	£	2022 £	£	2021 £
Fixed assets:					
Tangible assets	12		25,667		14,798
Investments	13		–		–
			<u>25,667</u>		<u>14,798</u>
Current assets:					
Stock	13	6,704		9,687	
Debtors	14	153,552		112,936	
Cash at bank and in hand		3,427,610		3,173,242	
			<u>3,587,866</u>	<u>3,295,865</u>	
Liabilities:					
Creditors: amounts falling due within one year	15	(137,032)		(101,168)	
Net current assets			<u>3,450,834</u>		<u>3,194,697</u>
Net assets	17		<u>3,476,501</u>		<u>3,209,494</u>
The funds of the charity:	18				
Restricted income funds			15,224		15,224
Unrestricted income funds:					
Designated funds		1,336,264		1,483,541	
General funds		2,125,013		1,710,729	
			<u>3,461,277</u>		<u>3,194,270</u>
Total unrestricted funds Total charity funds			<u>3,476,501</u>		<u>3,209,494</u>

Approved by the trustees on 16 May 2023 and signed on their behalf by

Mark Harrison
Chairman

Lymphoma Action

Statement of cash flows

For the year ended 31 December 2022

	Note	2022 £	£	2021 £	£
Cash flows from operating activities					
Net income / (expenditure) for the reporting period (as per the statement of financial activities)		267,007		2,013,378	
Depreciation charges		15,432		13,672	
(Gains)/losses on investments		–		–	
Interest from investments		(8,780)		(452)	
(Increase) Decrease in stocks		2,989		(2,872)	
Decrease / (Increase) in debtors		(37,723)		22,163	
Increase/(decrease) in creditors		32,964		(52,266)	
Net cash (used in) operating activities			271,889		1,993,623
Cash flows from investing activities:					
Dividends, interest and rents from investments		8,780		452	
Purchase of fixed assets		(26,301)		–	
Proceeds from sale of investments		–		–	
Net cash provided by investing activities			(17,521)		452
Change in cash and cash equivalents in the year			254,368		1,994,075
Cash and cash equivalents at the beginning of the year			3,173,242		1,179,167
Cash and cash equivalents at the end of the year			3,427,610		3,173,242

1 Accounting policies

a) Statutory information

Lymphoma Action is a charitable company limited by guarantee and is incorporated in England, Wales, and Scotland.

The registered office address is Unit 3, Bell Business Park, Smeaton Close, Aylesbury, Bucks, HP19 8JR.

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (March 2018) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

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

d) Going concern

The Trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern. We have free reserves in excess of ten months of unrestricted expenditure which provides the capacity to respond to changing circumstances.

The Trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the Charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

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

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

1 Accounting policies (continued)

f) Donations of gifts, services and facilities

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

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

g) Interest receivable

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

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the Charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of publication production, information and raising awareness, support for people affected by lymphoma, and training and other educational activities undertaken to further the purposes of the charity and their associated support costs

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on a per capita basis.

Governance costs, comprising the audit fee, Trustees' expenses and indemnity insurance, and the cost of recruiting new Trustees, are apportioned on a per capita basis.

k) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

l) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

Where fixed assets have been revalued, any excess between the revalued amount and the historic cost of the asset will be shown as a revaluation reserve in the balance sheet.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

▪ Property improvements	10 years
▪ Computer systems	3 years
▪ Furniture and equipment	5 years

Notes to the financial statements

For the year ended 31 December 2022

1 Accounting policies (continued)

m) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading "Net gains/(losses) on investments" in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

n) Stocks

Stocks are stated at the lower of cost and net realisable value. In general, cost is determined on a first in first out basis and includes transport and handling costs. Net realisable value is the price at which stocks can be sold in the normal course of business after allowing for the costs of realisation. Provision is made where necessary for obsolete, slow moving and defective stocks.

o) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

p) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

q) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

r) Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

s) Pensions

Contributions payable to the company's pension scheme are charged to the statement of financial activities in the period to which they relate.

2 Income from donations and legacies

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Fundraising and individual giving	479,980	–	479,980	515,138	–	515,138
In memoriam	188,437	–	188,437	237,881	–	237,881
Trusts and companies	116,391	228,000	344,391	160,630	242,190	402,820
HMRC JRS Grant	–	–	–	769	–	769
Gift aid	163,179	–	163,179	138,805	–	138,805
Legacies	311,563	–	311,563	1,680,221	–	1,680,221
	<u>1,259,550</u>	<u>228,000</u>	<u>1,487,550</u>	<u>2,733,444</u>	<u>242,190</u>	<u>2,975,634</u>

3 Income from charitable activities

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Education and training	28,034	–	28,034	24,090	–	24,090
	<u>28,034</u>	<u>–</u>	<u>28,034</u>	<u>24,090</u>	<u>–</u>	<u>24,090</u>

4 Income from other trading activities

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Challenge events	520,844	–	520,844	466,969	–	466,969
Trading income	34,683	–	34,683	26,781	–	26,781
	<u>555,527</u>	<u>–</u>	<u>555,527</u>	<u>493,749</u>	<u>–</u>	<u>493,749</u>

5 Income from investments

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Bank interest	8,780	–	8,780	452	–	452
Investment income	–	–	–	–	–	–
	<u>8,780</u>	<u>–</u>	<u>8,780</u>	<u>452</u>	<u>–</u>	<u>452</u>

6a Analysis of expenditure (current year)

	Cost of raising funds		Charitable activities					
	Generating donation and legacies £	Costs of activities for generating funds £	Publication production & distribution, information and raising awareness £	Support for people affected by lymphoma £	Education and training £	Governance costs £	Support costs £	2022 Total £
Staff costs (Note 8)	221,160	28,412	275,080	300,955	86,843	33,963	122,491	1,068,904
Direct costs								
Generating donations and legacies	97,294	-	-	-	-	-	-	97,294
Challenge event fees	-	62,934	-	-	-	-	-	62,934
Merchandise and other costs	-	29,635	-	-	-	-	-	29,635
Publications	-	-	82,119	-	-	-	-	82,119
Raising awareness and website	-	-	83,815	-	-	-	-	83,815
Helpline and support services	-	-	-	47,077	-	-	-	47,077
Regional and international activities	-	-	-	14,465	-	-	-	14,465
Workshop, conference and events	-	-	-	-	8,846	-	-	8,846
	97,294	92,569	165,934	61,542	8,846	-	-	426,185
Support costs								
Finance, HR & IT	-	-	-	-	-	-	115,664	115,664
Premises	-	-	-	-	-	-	116,527	116,527
Stationery, post, phone, equipment and sundry	-	-	-	-	-	-	55,423	55,423
Depreciation	-	-	-	-	-	-	15,432	15,432
	-	-	-	-	-	-	-	-
Governance	-	-	-	-	-	14,750	-	14,750
	318,454	120,981	441,014	362,497	95,689	48,713	425,537	1,812,885
Support costs	100,783	15,034	130,298	141,140	38,282	-	(425,537)	-
Governance costs	11,537	1,721	14,916	16,157	4,382	(48,713)	-	-
Total expenditure 2022	430,774	137,736	586,228	519,794	138,353	-	-	1,812,885

6a Analysis of expenditure (current year)

	Cost of raising funds		Charitable activities					
	Generating donation and legacies £	Costs of activities for generating funds £	Publication production & distribution, information and raising awareness £	Support for people affected by lymphoma £	Education and training £	Governance costs £	Support costs £	2021 Total £
Staff costs (Note 8)	199,499	26,563	233,976	248,604	73,006	32,005	119,057	932,710
Direct costs								
Generating donations and legacies	88,460	-	-	-	-	-	-	88,460
Challenge event fees	-	104,523	-	-	-	-	-	104,523
Merchandise and other costs	-	17,305	-	-	-	-	-	17,305
Publications	-	-	38,087	-	-	-	-	38,087
Raising awareness and website	-	-	70,077	-	-	-	-	70,077
Helpline and support services	-	-	-	31,201	-	-	-	31,201
Regional and international activities	-	-	-	2,541	-	-	-	2,541
Workshop, conference and events	-	-	-	-	7,923	-	-	7,923
	88,460	121,828	108,164	33,742	7,923	-	-	360,118
Support costs								
Finance, HR & IT	-	-	-	-	-	-	83,399	83,399
Premises	-	-	-	-	-	-	41,692	41,692
Stationery, post, phone, equipment and sundry	-	-	-	-	-	-	35,951	35,951
Depreciation	-	-	-	-	-	-	13,673	13,673
Governance	-	-	-	-	-	13,005	-	13,005
	287,959	148,391	342,140	282,346	80,929	45,010	293,771	1,480,547
Support costs	74,715	12,156	89,690	91,910	25,300	-	(293,771)	
Governance costs	11,447	1,862	13,742	14,082	3,876	(45,010)	-	
Total expenditure 2021	374,122	162,409	445,572	388,338	110,106	-	-	1,480,547

7 Net income / (expenditure) for the year

This is stated after charging:

	2022 £	2021 £
Depreciation	15,432	13,672
Operating lease rentals payable:		
Property	47,377	29,082
Other	4,383	4,382
Auditor's remuneration (excluding VAT):		
Audit	8,650	7,875

8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2022 £	2021 £
Salaries and wages	925,782	813,067
Redundancy and termination costs	-	-
Social security costs	85,258	69,638
Employer's contribution to defined contribution pension schemes	54,135	46,661
Income protection and life assurance	3,730	3,344
	1,068,905	932,710

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2022 No.	2021 No.
£70,000 – £79,999	1	1

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £265,400 (2021: £214,027) in relation to four key management posts.

The Charity Trustees were neither paid nor received any other benefits from employment with the charity in the year (2021: £nil). No charity Trustee received payment for professional or other services supplied to the charity (2021: £nil).

Trustees' expenses represent the payment or reimbursement of travel and subsistence costs totalling £208 (2021: £0) incurred by 3 (2021: 0) members relating to attendance at meetings of the Trustees.

During the year Trustee liability insurance was obtained for £3,760 (2021: £3,198).

9 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 33 (2021: 31).

Staff are split across the activities of the charity as follows (head count basis):

	2022 No.	2021 No.
Raising funds	9	9
Charitable activities	19	17
Support staff	5	5
	33	31

10 Related party transactions

There are no related party transactions to disclose for 2022 (2021: none).

11 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

12 Tangible fixed assets

Cost	Property improvements £	Computer equipment £	Furniture & equipment £	Total £
At the start of the year	4,457	52,317	–	56,774
Disposals in year	(4,457)	–	–	(4,457)
Additions in year	–	10,236	16,065	26,301
At the end of the year	–	62,553	16,065	78,618
Depreciation				
At the start of the year	4,457	37,519	–	41,976
Disposed of in year	(4,457)	–	–	(4,457)
Charge for the year	–	13,848	1,584	15,432
At the end of the year	–	51,367	1,584	52,951
Net book value				
At the end of the year	–	11,186	14,481	25,667
At the start of the year	–	14,799	–	14,799

All of the above assets are used for charitable purposes.

13 Stock

	2022 £	2021 £
Goods for resale	6,704	9,686
	6,704	9,686

14 Debtors

	2022 £	2021 £
Income tax receivable	20,500	42,470
Prepayments	98,182	70,466
Accrued income	34,870	–
	153,552	112,936

15 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	51,103	52,979
Taxation and social security	20,312	18,028
Accruals	10,169	7,290
Deferred income (note 16)	55,448	22,870
	137,032	101,168

16 Deferred income

Deferred income comprises income received in advance for events, including entry deposits and sponsorships for individuals undertaking challenge events.

	2022 £	2021 £
Balance at the beginning of the year	22,871	84,748
Amount released to income in the year	(22,871)	(75,324)
Amount deferred in the year	55,448	13,446
Balance at the end of the year	55,448	22,871

17a Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	–	25,667	–	25,667
Net current assets	2,125,013	1,310,597	15,224	3,450,834
Net assets at 31 December 2022	2,125,013	1,336,264	15,224	3,476,501

17b Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	–	14,798	–	14,798
Net current assets	1,710,729	1,468,744	15,224	3,194,697
Net assets at 30 December 2021	1,710,729	1,483,542	15,224	3,209,495

18a Movements in funds (current year)

	At 1 January 2022 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2022 £
Restricted funds:					
Information and publications					
Publications	–	99,700	(99,700)	–	–
Support for people affected by lymphoma					
Counselling/psychological support	3,200	–	–	–	3,200
Information & support, including helpline, buddy scheme & support groups	–	128,300	(128,300)	–	–
Research	12,024	–	–	–	12,024
Total restricted funds	15,224	228,000	(228,000)	–	15,224
Unrestricted funds:					
Designated funds:					
Investment Reserve	1,300,000	–	(123,148)	–	1,176,852
ICT replacement fund	50,000	–	(11,354)	11,354	50,000
Facebook settlement fund	8,745	–	–	–	8,745
Legacy fluctuation fund	50,000	–	–	25,000	75,000
Premises fund	60,000	–	(51,053)	(8,947)	–
Value of functional assets net of restricted funds	14,797	–	(15,432)	26,302	25,667
Total designated funds	1,483,542	–	(200,987)	53,709	1,336,264
General funds	1,710,729	1,851,892	(1,383,899)	(53,709)	2,125,013
Total unrestricted funds	3,194,271	1,851,892	(1,584,886)	–	3,461,277
Total funds	3,209,495	2,079,892	(1,812,886)	–	3,476,501

The narrative to explain the purpose of each fund is given at the foot of the note below.

18b Movements in funds (prior year)

	At 31 December 2020 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2021 £
Restricted funds:					
Information and publications					
Publications	–	147,690	(147,690)	–	–
Webinar equipment	294	–	(294)	–	–
Support for people affected by lymphoma					
Counselling/psychological support	3,200	–	–	–	3,200
Information & support, including helpline, buddy scheme & support groups	27,253	49,500	(76,753)	–	–
Research	12,024	–	–	–	12,024
Education and training					
Events and activities	–	45,000	(45,000)	–	–
Total restricted funds	42,772	242,190	(269,737)	–	15,224
Unrestricted funds:					
Designated funds:					
Investment Reserve	0	1,300,000	–	–	1,300,000
ICT replacement fund	0	50,000	–	–	50,000
Facebook settlement fund	8,745	–	–	–	8,745
Legacy fluctuation fund	30,000	20,000	–	–	50,000
Premises fund	50,000	10,000	–	–	60,000
Value of functional assets net of restricted funds	28,175	–	(13,378)	–	14,797
Total designated funds	116,920	1,380,000	(13,378)	–	1,483,542
General funds	1,036,426	1,871,735	(1,197,432)	–	1,710,729
Total unrestricted funds	1,153,346	3,251,735	(1,210,810)	–	3,194,271
Total funds	1,196,117	3,493,925	(1,480,547)	–	3,209,495

The narrative to explain the purpose of each fund is given at the foot of the note below.

Purposes of restricted funds
Information and publications
Publications

Grants to fund information booklets from our award-winning range about lymphomas and their treatment.

Support for people affected by lymphoma

Counselling / psychological support

Grants towards a counselling psychological support service for people affected by lymphoma, helping them to come to terms with a diagnosis and deal with distress, anxiety and depression.

Information and support, including helpline, buddy scheme and support meetings

Grants received towards our information and support services. These include our helpline (telephone, email and live chat enquiries from people worried about or needing information on lymphoma), buddy scheme (putting people in touch with others going through a similar experience) and online peer support services.

Research

Funds received and carried over for research into lymphoma and the lives of those affected by lymphoma.

Education and training

Education and training events and activities

Events for healthcare professionals are held throughout the year.

Purposes of designated funds

In December 2021 we received a legacy of £1.3 million which has been designated for development projects seeking to expand the range of our work and accounted for separately from other funds to prevent it masking any underperformance in mainline fundraising and services.

The ICT replacement fund is to replace ICT assets.

The Facebook settlement fund is a provision for possible over recovery of gift aid contingent on the resolution of issues between Facebook and HMRC.

The legacy fluctuation fund is set aside to offset any lower than expected legacy income.

The premises fund is created to cover potential costs of relocation and or refurbishment when the current lease expires.

19 Operating lease commitments payable as a lessee

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	Property 2022 £	2021 £	Equipment 2022 £	2021 £
Less than one year	37,800	47,377	4,383	4,382
One to five years	40,950	78,750	1,826	6,209
	78,750	126,127	6,209	10,591

20 Legal status of the charity

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

Reference and administrative details

Trustees	Gordon Johns (#*)	Chair (and Chair of Remuneration Committee) <i>Stepped down May 2022</i>
	Mark Harrison (*)	Chair (and Chair of Remuneration Committee) <i>Appointed May 2022</i>
	Dr Cathy Burton	
	Tricia Cavell-Hill (#,*)	
	James Cray (*)	
	Susan Daniels	<i>Joined July 2022</i>
	Keith McLeod (#,*)	Treasurer (and Chair of Finance and Risk Committee)
	David McNeill	
	Harriet Outred (#)	<i>Joined July 2022</i>
	Sarah Wells	
	Shaf Mansour	
	# Member of Finance and Risk Committee	
	* Member of Remuneration Committee	
Chief Executive	Ropinder Gill	
Key management personnel	Jim Howson	Director of Finance
	Dallas Pounds	Director of Services
	Karen Rabjohn	Director of Fundraising & Communications
		<i>(left January 2023 and post taken up by Deborah Laing)</i>
Company secretary	Ropinder Gill	
President	Professor John Radford	
Patron	Lord Menzies Campbell of Pittenweem	
Charity number		
England and Wales	1068395	
Scotland	SC045850	
Company number	03518755	
Registered office	Unit 3, Bell Business Park Smeaton Close Aylesbury Buckinghamshire HP19 8JR	
Website	www.lymphoma-action.org.uk	
Bankers	CAF Bank Ltd	
	25 Kings Hill Avenue, West Malling, Kent ME19 4JQ	
	National Westminster Bank plc	
	22 Market Square, Aylesbury, Buckinghamshire HP20 1TR	

Auditor
Sayer Vincent LLP
Invicta House
108-114 Golden Lane
London
EC1Y 0TL

Medical Advisory Panel

Dr Kirit Ardeshta
Charlotte Bloodworth
Dr Adrian Bloor
Professor Kristian Bowles
Dr Cathy Burton
Dr Graham Collins
Professor David Cunningham
Professor Stephen Devereux – *retired MAP on 08/09/22*
Dr Shirley D'Sa
Professor Martin Dyer – *retired from MAP on 25/11/22*
Dr Paul Fields
Dr George Follows
Dr Christopher Fox
Dr Eve Gallop-Evans
Dr Georgina Hall
Professor Peter Hoskin
Professor Tim Illidge
Professor Peter Johnson
Dr Rod Johnson
Dr Nagesh Kalakonda
Dr Ben Kennedy
Dr Kim Linton
Dr Prem Mahendra
Dr Pam McKay
Dr Andrew McMillan
Dr Christopher McNamara
Dr Brian D Nicholson – *joined MAP on 24/01/22*
Dr Wendy Osborne
Dr Shankara Paneesha
Dr Ruth Pettengell
Professor Andrew Pettitt
Professor John Radford (Chair)
Dr Ravi Ratnavel
Dr Bhupinder Sharma – *joined MAP on 17/11/22*
Barbara Von Barsewisch – *retired from MAP on 16/01/23*
Sarah Wells
Dr Andy Wotherspoon

Accounts

Annual Report and Accounts for the year ending 31 December 2021

Inform	Award-winning information and educational resources
Support	Outstanding support services
Connect	An established lymphoma community

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Welcome

Welcome to this year's report on our achievements in 2021, our 35 year anniversary.

2021 was dominated by news on the COVID-19 vaccine rollout. Though positive, the vaccine response presented challenges for us and our beneficiaries, and changing restrictions brought with them feelings of uncertainty and anxiety. Throughout, we continued to provide vital information and support.



The second half of the year saw the first inklings of normality although we still could not resume face-to-face activities. The gains made in our digital strategy allowed us to remain responsive, which led to more people using our services, visiting our website, and joining our online meetings.

Though COVID-19 continued to affect our activities in 2021, we achieved our objectives for the year, surpassed our income targets (in large part through an unexpected and generous legacy) and increased our impact for people affected by lymphoma.

As a result, we were delighted to be awarded the Karen Van Rassel Leadership Award from the Lymphoma Coalition (a Global Coalition of over 80 charities), in recognition of our work supporting people affected by lymphoma throughout the pandemic.

As part of our public benefit, we recognise our wider environmental, social and governance responsibilities. In 2021 we made good progress on a number of fronts, from starting work on our 'Environmental Statement of Intent' to evaluating our governance and undertaking health inequalities research (an action under our Diversity and Inclusion Framework). Our Board are committed to further improving the way in which our Charity operates so that we can fulfil our wider public obligations.

Whilst I've decided to step down as Chair in 2022, after 11 years as a trustee and 9 as Chair, I know that the Charity is in a strong position with a bright future ahead. It is served by a very committed Senior Management Team (including our new Director of Services who joined in 2021) and Board of Trustees from which our next Chair will be selected. It has been a great privilege to be part of such a wonderful charity that has stayed true to its purpose.

Finally, I would like to thank our volunteers and staff members for continuing to deliver a high level of support despite the difficulties of another year impacted by COVID-19. I would also like to thank our dedicated lymphoma community for their generosity in 2021, without whom none of this would be possible.

Gordon Johns
Chair of the Board of Trustees
Lymphoma Action

Who we are and what we do

Lymphoma Action was established in 1986, and is the only UK national charity dedicated to lymphoma – the fifth most common cancer in the UK. It provides high quality information, advice and support to people affected by lymphoma, and their family, friends and healthcare professionals.

Our vision

Everyone affected by lymphoma will receive the best possible support, treatment and care.

Our mission

Through information, education, support and influence, we will make sure no one has to face lymphoma alone.

Our values

- **Focused** – we are dedicated to the needs of those affected by lymphoma
- **Empowering** – we build confidence to make change happen
- **Trusted** – we use our expertise to deliver quality services
- **Innovative** – we look to a better future for people affected by lymphoma
- **Collaborative** – we are inclusive and value our partnerships

Our goals

- Create the highest quality information so that people can understand their lymphoma
- Ensure that people affected by lymphoma can access the treatment and care that they need
- Ensure that people feel supported with and beyond lymphoma by others who understand what they are going through
- Be a voice for people affected by lymphoma to influence the decisions that affect them and raise awareness of lymphoma
- Have the most effective resources so that we are sustainable and can deliver impactful services



2021 - our year in numbers

Information

Information books and sheets printed or sent:

31,394



COVID-19 & lymphoma online page views:

168,000

Lymphoma Matters magazine sent:

76,411

Website users:

2,134,365



Lymphoma TrialsLink page views:

16,491



Support & volunteering

Helpline service interactions:

1,755



Active volunteers:

338



Buddy links:

46



Online support meeting attendees:

1,715



Members in closed Facebook support group:

2,491

Online support meetings:

280

Education & training

1,398 listens across our **8** podcast episodes

467 healthcare professionals attended **3** online educational events

14 virtual Live Your Life events attended by **109** people

9 live webinars viewed by a total of **802** people



Social media

611,200

YouTube views



37,219

Facebook followers



9,675

Twitter followers



4,414

Instagram followers



Income



Total income:

£3,493,925

Challenge events:

£466,969



Legacies:

£1,680,221

Our objectives and achievements

In 2021 we delivered our services in a way that responded to the impact of COVID-19. Here we summarise our progress against our five main goals.

1. Create the highest quality information so that people can understand their lymphoma

2021 objective	Key achievements in 2021
Develop information about lymphoma to cover more of what people need, and provide ongoing COVID-19 support	• Produced three editions of <i>Lymphoma Matters</i> magazine, sent free of charge to over 76,000 people. • Reviewed and printed three booklets, with total book distribution increasing by 10% on 2020 figures. • Provided up-to-date COVID-19 information on our website with over 168,000 page views.
Extend our reach and identify areas where we can increase our impact	• Recruited our <i>Time to Shine</i> Accessible Information Co-ordinator. • Completed our health inequalities research project to understand how we can better develop services. We received 745 responses and carried out 21 in-depth interviews. • Looked at unmet needs within blood cancer as part of the Blood Cancer Alliance (BCA).
Strengthen and build our channels to share information, using technology to increase our impact	• Revised 45 web pages with 2,134,365 information page views on our website. • Published 103 news blogs related to lymphoma. • Delivered nine live webinars and eight new podcasts. • Produced 21 information videos across the year with 7,801 views.

I'd like to thank your charity for the incredible support and information I received throughout this last challenging year.

2. Ensure that people affected by lymphoma can access the treatment and care that they need

2021 objective	Key achievements in 2021
Help people affected by lymphoma communicate better with their healthcare professionals	• Average of 58 trials listed on our TrialsLink database throughout 2021. • Provided healthcare professionals with regular information and support around COVID-19 and lymphoma related information needs.
Deliver an education programme for healthcare professionals	• 322 attended our Lymphoma Management Course. • Delivered the UK Lymphoma Radiotherapy Group annual meeting for 84 participants. • 61 attended our Lymphoma Education for Nurses event. • Delivered a joint webinar on lymphoma and myeloma through Gateway C with a total of 193 participants.
Help identify those treatment priorities and quality of life issues which would make the biggest difference in terms of better access to treatment and care	• 17 Health Technology Assessments (HTA) completed with National Institute for Health and Care Excellence (NICE), six with the Scottish Medicines Consortium (SMC) and one with NHS England (NHSE). • Endorsed an open letter to the public as part of <i>One Cancer Voice</i> and a National Voices letter to the Prime Minister on the lifting of restrictions/end of shielding. • Worked with the BCA on advocacy relating to COVID-19 antibody testing and therapies. • Joint signatory on BCA letter to Sajid Javid asking for a government lead for the needs of the immunosuppressed. • Inputted to and endorsed submissions from Cancer52 and the BCA in relation to the NICE Methods Review.



I absolutely relied on Lymphoma Action for all the facts, figures and details when it came to my cancer. Without Lymphoma Action, 'the big unknown' - when I was waiting for the diagnosis and having all the scans and tests - would've been even more excruciating.

3. Ensure that people feel supported with and beyond lymphoma by others who understand what they are going through

2021 objective	Key achievements in 2021
Continue to build our lymphoma community to support each other in person and/or through digital means	• Delivered 280 online support meetings with 1,715 attendees, including people attending our new Young People and Carers groups. • Made 46 successful Buddy links. • Delivered Check-in & Chat to those who needed support but could not attend online meetings. • Increased our closed Facebook support group to 2,491, helping people to feel more informed, supported and connected.
Increase the impact of our helpline and educational services	• Carried out 1,755 interactions with our Helpline Service via phone, email and Live Chat. • Delivered 14 <i>Live your Life</i> workshops with 109 attendees. • Launched the <i>Live Your Life</i> mini course. • Held the Lymphoma Focus Day with five pre-recorded videos and opportunities to join 13 'chat sessions'.
Build a large volunteering community that increases the reach and breadth of our work	• Supported by 338 volunteers at the end of 2021, who provided a total of 3,598 volunteering hours, up 53% on 2020. • Volunteers supported 3,318 people affected by lymphoma. • Celebrated International Volunteers' Day and launched an engagement survey for volunteers to help us engage more in 2022.

”

I'd like to thank your charity for the incredible support. The Facebook group and support groups are the biggest support in coping with diagnosis. Being able to talk to others that are in a similar situation helps massively.

4. Be a voice for people affected by lymphoma in order to influence the decisions that affect them and raise awareness of lymphoma

2021 objective	Key achievements in 2021
Collaborate with our partners to amplify the voice of people affected by lymphoma	• Joined <i>One Cancer Voice</i> in writing to the government on the Comprehensive Spending Review. • Took part in a roundtable discussion with NICE and NHS around the Innovative Medicines Fund. • Supported academic and other research projects including research into patient experiences of diffuse large B-cell lymphoma. • Supported two healthcare professional/ pharmaceutical initiatives/events around cutaneous (skin) T-cell lymphoma and CAR T-cell therapy; and inputted into the Radioligand Therapy readiness assessment project.
Strengthen the voice of people affected by lymphoma on a national policy platform	• Worked with Cancer52 and the BCA to press on policy issues around COVID-19 and restoration of cancer services. • Drafted a submission to the Health and Social Care Select Committee inquiry on delivering services during the pandemic and beyond, as part of the BCA. • Represented people affected by lymphoma through the Lymphoma Coalition Community Advisory Board, at the All-Party Parliamentary Groups on shielding, and at Industry Partners meetings.
Develop communications and campaigns to deliver our message to a wide and diverse audience	• Implemented our 35 year anniversary plans, focusing on mental wellbeing and raising awareness through increased press around lymphoma and our anniversary activities. • Had 124,526 engagements on social media and 346 press mentions.



At the start of my treatment, I found your website and printed materials a HUGE help in terms of coming to understand a cancer which I simply hadn't even heard of before my diagnosis.

5. Have the most effective resources so that we are sustainable and can deliver impactful services

2021 objective	Key achievements in 2021
Implement our People Strategy	• Focused on providing an effective hybrid working environment, COVID-19 safe office working and a responsive approach to changing restrictions. • Implemented a new Employee Assistance Programme and continued to provide mental health first aid resources to staff. • Undertook a staff engagement survey which was overwhelmingly positive and drew up recommendations to address any areas of concern.
Be financially strong and strategically resilient for longer-term sustainability	• Surpassed our annual income targets by strengthening our relationships and stewardship, growing our individual giving income and further developing our digital fundraising. • Provided opportunities for supporters to get involved, from 35 year anniversary activities to a variety of events (2021 also saw our largest ever contingent in the London Marathon). • Invested in health inequalities research, peer support review, and began strategic work to further develop our services.
Develop our infrastructure, ICT and digital capabilities aligned to our goals	• Successfully implemented our digital and ICT strategy to improve our digital services and events and develop online peer support. • Implemented a new CRM database, completed a website upgrade and conducted a web accessibility audit.

Lymphoma Action is a wonderful charity and all the staff I've had contact with genuinely care, it's lovely. Their empathy and kindness radiate from every communication you have with them which means the world to people like me.



Thank you to our fundraisers

Thanks to our wonderful supporters, we have been able to raise the income we needed to safeguard our services.

Our 35 year anniversary celebrations had a special focus on 'positive mental wellbeing'. We created some extra special fundraising events, including our *Marvellous Makeathon*, *Gaming Challenge*, *Make Every Mile Count* cycling challenge and our *Anniversary Tea Party*.



Despite COVID-19 restrictions, people came up with truly innovative ways to fundraise on our behalf. From raising circa **£20k** through head shaves, donating via Facebook birthday fundraisers or in memory of loved ones, our community rallied together to support us. Supporters raised over **£523k** through one-off donations, regular gifts and in response to appeals and the Big Give Christmas Challenge.

Once the UK restrictions began to ease, supporters raised funds through a wide variety of events, from pancake sales to golf days, and many also took part in our *27 in 27* Campaign which raised over **£16k**.

As the London Marathon took place both in person and virtually for 2021, our 83 runners raised an amazing **£162k**. Combined with the income from all those who ran, cycled, or walked, we raised nearly **£467k** in Challenge Event income alone in 2021.

We were delighted by the circa **£400k** given to us by trusts, foundations, and our corporate partners. Several companies match-funded their employees taking part in our events and our pharmaceutical supporters continued to fund a range of projects, including providing sponsorship for Healthcare Professional events.

We were incredibly grateful to receive a large legacy of **£1.3m** from a long-time supporter, a gift which we have designated to develop the areas of our work needing greater investment over the coming years.

Lymphoma Action would like to thank every person who has supported us and continues to support us.

Without our supporters we could not deliver our services and make the difference we do to those affected by lymphoma.

Thank you.



Reflections and lessons learnt

Despite the challenges and COVID-19 restrictions, 2021 was a strong year for us, and we are so grateful for the support from our dedicated lymphoma community. Reminding ourselves of why we exist, and that people come to us as a trusted source of information, helped us to respond to what people needed.

These are just some of the learnings from 2021:

- Our staff embraced hybrid working, supported by the digital infrastructure that is in place, including our new ThankQ CRM system, introduced in early 2021. Our teams have continued to work effectively despite needing to balance increased workloads and being affected by the pandemic themselves.
- Whilst we focused on supporting staff mental wellbeing and morale, we will need to do more in 2022 to address the challenges impacting on our teams, especially as we want to develop our services which inevitably puts additional strain across the organisation. We will need to increase both capacity and capability if we are to continue being as effective as we have been.
- Gains made through our digital and ICT strategy helped to build consistency and frequency into new activities, allowing us to share podcasts and webinars with our community and provide additional support services. On the other hand, projects like our health inequalities research project, showed just how much more there is to do to reach all people equally, and that sustained investment will be needed to do much of the work around accessibility, inclusion and equality.
- Collaboration remained key in the face of overcoming challenges, and we worked jointly with some great organisations to strengthen the voice of people affected by lymphoma, including Cancer52, the One Cancer Voice coalition and the Blood Cancer Alliance. Collaboration doesn't always work, but where it does it can be highly beneficial as shown by our joint webinars with charities like Leukaemia Care.
- Our lymphoma community was keen to get involved and raise funds on our behalf. This led to a strong financial performance which allowed us to consider opportunities to develop services in 2022. There are many priorities for the Charity with many NHS developments coming, that will change what it means to have a lymphoma diagnosis. In this environment it is important for us to plan very wisely for what could be an exciting next phase for the Charity, coinciding with COVID-19 moving from a pandemic to an endemic phase.

Our plans for the future

Whilst we expect 2022 to continue to be impacted by COVID-19, our mission and long-term strategy remains the same.

Our strategic aims for 2022 and beyond

1. Create the highest quality information so that people can understand their lymphoma

- Produce/review specialist lymphoma content for the website, printed books, news blogs, *Lymphoma Matters* magazine and create additional information/resources.
- Provide up-to-date guidance and information which supports people through the ongoing challenges of COVID-19.
- Increase awareness and improve accessibility of information for more diverse communities using animation, video, personal storytelling and culturally sensitive or translated materials.
- Be insight-led and consider the practical barriers to service access.

2. Ensure that people affected by lymphoma can access the right treatment and care that they need

- Explore digitally based information and self-management tools to empower people affected by lymphoma to engage and better communicate with their healthcare professionals.
- Support people with lymphoma in accessing clinical trials through delivering our Trialslink service and providing supporting information and guidance.
- Deliver our educational healthcare professional events programme along with education and training resources and tools.
- Support government/healthcare professional and sector initiatives to aid the recovery of cancer treatments during and after COVID-19.
- Make submissions to Health Technology Assessments and other NHS consultations.

3. Ensure that people feel supported with and beyond lymphoma by others who understand what they are going through

- Develop opportunities (supported by volunteer roles) to engage with and support people who are unable to access digital technology.
- Continue to provide our *Live your Life* survivorship programme.
- Provide phone, email, and live chat throughout opening hours to reach 2000 interactions.

- Scope additional needs identified in unmet need and health inequality reports and prioritise areas for development.
- Develop and implement a volunteering strategy which supports service delivery and quality and provides opportunities to grow peer support services.

4. Be a voice for people affected by lymphoma to influence the decisions that affect them and raise awareness of lymphoma

- Collaborate with other blood cancer charities in advocating for prompt and better diagnosis, addressing unmet needs and the barriers to accessing treatment and care.
- Understand and support developments in the health service which will improve diagnosis and care of people affected by lymphoma.
- Continue to develop and grow communications/awareness or fundraising campaigns which amplify messaging around lymphoma to reach a wider audience.
- Raise awareness of lymphoma and of our work by developing and implementing our communications and social media strategies.

5. Have the most effective resources so that we are sustainable and can deliver impactful services

- Continue to implement the People Strategy, Staff Engagement plan and strengthen and deliver the Diversity and Inclusion framework.
- Move to new premises, ensuring that staff have the right systems, processes and working environment.
- Raise £1,676,100 to achieve a net surplus against budget.
- Use our designated funds strategically to develop and improve our services.
- Improve digital experience across the whole organisation, ensuring that staff have the right tools, capability and resources to build on our digital delivery.



Inform



Support



Connect



Governance, structure and management

Constitution

Lymphoma Action is incorporated as a charitable company limited by guarantee and is a registered charity in England, Wales and Scotland. It is governed by its Memorandum and Articles of Association, and the work, management, finances and strategy of the Charity is overseen by a Board of Trustees, who are also the Company Directors. The Trustees who held office during the financial year 2021 and at the date of the report are set out on page 48.

A minimum of four Trustees and a maximum of 11 Trustees in office at any one time are required by the Articles of Association. At every Annual General Meeting (AGM) four Trustees retire by rotation but are eligible for re-election. There is no restriction on the term of tenure as a Trustee. Trustees do not receive remuneration for their duties.

Purpose

The Charity's purposes are set out in its Memorandum of Association:

- The relief of suffering of persons affected by lymphoma and other blood cancers by providing information, psychological support and treatment.
- The promotion, funding and publication of research into lymphomas and other blood cancers, including the causes, the treatments and treatment outcomes.
- Activities to raise the awareness of lymphoma and other blood cancers, to encourage the allocation of resources to their treatment and research and to allow more people to access Lymphoma Action's services.

Public benefit

We **inform** people by providing the information and literature they need to understand the complexities of their type of cancer and the different treatment options.

We **support** anyone affected with our confidential phone and LiveChat support line, and education/training events.

We **connect** people to the best resources available and to others who understand what they are going through, including through our Buddy Service and support meetings.

A diagnosis of lymphoma changes lives, whether a person is diagnosed themselves or caring for a loved one. We are often the first point of contact and continue to be there for people throughout their experience of lymphoma. Despite being the fifth most common cancer, many people know little about lymphoma. Therefore, as well as providing information and support services, we represent the interests and voice of people affected by lymphoma in areas of policy and raise awareness of lymphoma as a blood cancer.

The Trustees review the aims, objectives and activities of the Charity each year. This report looks at what the Charity has achieved and the outcomes of its work in the reporting period. The Trustees report the success of each key activity and the benefits the Charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the Charity's aims, objectives and activities remained focused on its stated purposes.

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

Board and management operations and structure

Board of Trustees

The Board of Trustees meets four times a year to review the organisation's work, finances and services, and to agree the strategic goals for the Charity. The Chief Executive and Senior Management Team attend all meetings. The Board also reviews its own operation, effectiveness and governance on an annual basis and every year there is a Trustee/Senior Management Team Away Day.

A Finance Committee, comprising three Trustees, including the Chair of the Board and the Treasurer, has specific responsibility for overseeing and reviewing the organisation's financial operation. It usually meets four times a year, with the Chief Executive, the Director of Finance and the Director of Fundraising and Communications in attendance. However, due to the impact of the pandemic, the Finance Committee continued to meet monthly for the early half of 2021.

In addition, a Remuneration Committee, comprising three Trustees, including the Chair of the Board, the Treasurer and one other Trustee (preferably with HR expertise), meets once a year to make recommendations on setting pay awards, salary levels and to review the Chief Executive's salary.

Recruitment and appointment of new Trustees

An annual review of the recruitment needs of the Board of Trustees is conducted under the leadership of the Chair, including a skills audit of the current knowledge, experience, skills and abilities and how they will be affected by any Trustee departures in the future. We advertise any Trustee vacancies nationally and via relevant professional and organisational networks, depending upon the expertise and specialisms required.

Applicants are shortlisted against the criteria in the person specification for the role of Trustee, including any specific qualities highlighted during the above audit. Shortlisted applicants are invited for interview by at least two Trustees, one of whom will be the Chair. Shortlisted applicants are only appointed where they have the necessary skills and qualities to contribute effectively to the Charity's management and development.

The Charity aims to have the following represented on the Board of Trustees in terms of personal knowledge or experience: lymphoma (directly or indirectly); medical or clinical practice; financial management or investment (with preferably a recognised accountancy or auditing qualification); legal and governance; fundraising; strategic planning, human resources; public relations; media and communications; lobbying and campaigning; sales or marketing; NHS and/or cancer policy; change management; digital/information technology; monitoring and evaluating performance.

All new Trustees receive a comprehensive induction, which includes detailed information about the Charity, including its Memorandum and Articles, accounts, financial reports and minutes of previous Trustees' meetings. In addition, Trustees attend an induction process, where they are briefed by the Chief Executive and key staff members on all aspects of the Charity's operations, staffing and organisational management.

Under the Charity's Diversity and Inclusion Framework the Board of Trustees is committed to ensuring that the Charity's leadership better reflects the communities that we are here to serve. This manifests itself in a commitment to principles of equality, diversity and inclusion on the Board and an ongoing review of the Trustee recruitment process so that there is diversity of thought and experience reflected on the Charity's Board.

Management and organisation

Day-to-day operation of the Charity, and strategy implementation, is delegated by the Board to the Chief Executive, with the support of the Senior Management Team.

The Senior Management Team is comprised of:

Chief Executive	Ropinder Gill
Director of Services	Dallas Pounds
Director of Finance	Jim Howson
Director of Fundraising and Communications	Karen Rabjohn

Related parties

The only related parties are considered to be the Trustees and those connected with the Trustees including their close family, business and other charity interests. There have been no transactions with related parties, other than the reimbursement of any reasonable expenses for the purposes of attendance at Board meetings and other relevant organisational activities.

Remuneration policy

The Board of Trustees formally approved a remuneration policy in February 2016 which was reviewed and updated following a meeting on the 8 March 2021 and can be summarised as follows:

Lymphoma Action is committed to ensuring that we pay our staff fairly and in a way that ensures we attract and retain the right skills to have the greatest impact in delivering our charitable objectives. We also recognise that pay is part of a wider employment offer to staff, which includes, amongst others, satisfaction of working for a charity, personal development, good working practices and a range of other benefits.

To ensure we pay a fair salary that is competitive within the charitable sector, we monitor sector pay levels using a benchmarked market pay system. We also ensure that pay is proportionate to the complexity of each role, in line with our organisational objectives and without discrimination on grounds of protected characteristics as set out in the Equality Act 2010.

As set out in detail in the full policy, Lymphoma Action aims to provide remuneration which:

- Rewards staff with pay in line with the market rate for the charitable sector for the contribution they make.
- Is affordable and appropriate to the income, size and nature of Lymphoma Action as a charity.
- Takes account of the skills, knowledge and experience required of staff.
- Reflects the values of Lymphoma Action and its general needs and reputation.
- Considers the current strategic plans and business needs and/or future needs.
- Upholds a maximum remuneration ratio of 3:1 between its highest paid member of staff and the median salary level.
- Is fair and transparent.
- Always meets our statutory obligations on national minimum pay rates.

A review of salaries normally takes place annually in March/April to take effect from the January before and, if changes are to be made, staff will be advised in writing of the amount and the date from which it takes effect.

A salary review does not imply an increase and in making any pay award the review will be based on the organisation's financial health. The remuneration policy is reviewed annually and a Remuneration Committee oversees its application, providing advice to the full Board.

The Board of Trustees is committed to including the following information within its annual statutory accounts:

- A summary statement of the organisation's remuneration policy and approach to senior executive pay.
- Disclosure of the number of staff in receipt of more than £60,000 per annum (in bands of £10,000), and the collective total benefits (including pension payments) paid to 'key management personnel' (which we have defined as the Senior Management Team), in line with the accounting Statement of Recommended Practice 2015 for charities. Given the organisation's size, the Board of Trustees does not believe it is appropriate to disclose the actual/personal salary of any individual member of staff, including senior executives, to the public.
- Disclosure of pensions and other staff benefits.

Risk assessment and management

Lymphoma Action has an overall risk appetite statement for the Charity as well as risk appetite statements covering each of the seven Board level risks. These set out the context of the risk, looking at the risks we may or may not be willing to take. They also consider the upside of taking appropriate risks as well as the emerging issues that require escalation.

2021 was more positive in terms of overall risk not least because of the vaccine rollout, the easing of restrictions and a considerable improvement in finances. However, COVID-19 continued to impact each area of the risk register and HR issues, including vacancies and illness, increasing the people-related risk section of our risk register. As is our usual process resolving action plans were put in place to help us address the challenges.

We managed risk by continuing to be responsive, collaborating with others and supporting our staff in terms of their wellbeing and ability to work effectively. We mitigated the risks to our services and reputation by staying true to our purpose, agreeing messaging with experts and partners for consistency and focusing on further developing our digital strategies.

We managed the risk to our finances through close financial monitoring, monthly reforecasting and by putting in place new and varied fundraising activities. We were also able to build on the new digital educational activities which were successful in 2020 and which were associated with reduced expenditure costs than previous face-to-face activities.

Overall risk appetite statement

The Board of Trustees is responsible for setting and monitoring risk appetite, balancing our need to be sustainable with our desire to meet our strategic objectives. We understand that taking risks, when well assessed and managed, is healthy - often leading to innovation, improvement and growth and that, when taking risks, we must do so in an open and transparent way.

We also understand that risks fluctuate and it is important to monitor and report on risk in order to be the most effective that we can be. Lymphoma Action operates a dynamic approach to risk assessment with each of the seven Board level risks 'owned' by a senior manager and actively managed. A risk matrix, showing all the risks relative to each other, is regularly reviewed by the Board of Trustees so that they are satisfied that major risks have been accurately identified and that measures for managing those risks are in place. The Board of Trustees approach to, and appetite for risk, is summarised in the risk appetite statements relating to each of the Board level risks.

Top level risks and their measures and controls

Top-level risks	Measures and controls
Services strategy Lack of coherent and effective strategy around service delivery to drive impact and/or reduced quality of services	• Long-term strategy in place with KPIs and business planning/strategy processes and cycles. • Groups to provide advice such as our Medical Advisory Panel, Insights Panel. • Effective Board decision making and governance processes. • Annual impact and digital assessments.
Financial Significant drop in fundraised income of more than £50k in one or more major income streams/failure to meet income and expenditure targets, which affects net income, the Charity's reserves and ability to deliver strategic goals	• Diversified income streams and income generating strategies, mapping risks and assumptions. • Robust reserves policy. • Internal and external monitoring mechanisms such as market trends, management accounts. • Robust budget setting process with finance committee in place.
People Failure to recruit or retain the required skills and talent to deliver our strategy; the negative impact of COVID-19 on the health and wellbeing of our staff; and a lack of diversity and inclusion, all of which impact on our ability to effectively deliver our strategy and services	• Competitive pay and benefits for staff. • Staff and volunteer surveys. • Robust policies and procedures. • Remuneration Committee in place. • People strategy in place and a Diversity and Inclusion Framework. • Internal communications processes. • COVID-19 mitigation plans including focus on staff mental wellbeing.

Reputation Reputational risk which impacts on financial sustainability and ability of the Charity to continue its services due to incidents or events which damage or negatively impact the Charity's reputation or operations (e.g. policy position, non-compliance, security, major incidents and catastrophes, inappropriate support or poor information provision)	• Preventative policies and procedures, including conflicts of interest and whistleblowing. • Monitoring of feedback, complaints, incidents. • Mechanisms to detect, investigate, report and respond on issues. • Consensus building and support from experts such as our Medical Advisory Panel and new Insights Panel. • Public and professional liability insurance in place. • Member of the Fundraising Regulator. • Media training and crisis communications policy in place.
Systems and facilities Inadequate, antiquated or prone to failure which will impact on our ability to provide services or raise income	• ICT and Digital Strategy in place with external ICT support. • Office/lease management and maintenance plan. • Premises Strategy in place. • Emergency response policy and procedures in place.
Data and Information Security Accidental or malicious loss of personal data or confidential information	• Data protection officer and data protection policy in place. • Other associated policies, frameworks and guidance in place e.g. for working from home. • GDPR risk register, robust documents and procedures in place. • Training for staff and volunteers. • Two factor authentication and security measures across our IT systems. • Cyber Essentials security certificate.
Governance Inadequate governance and/or financial controls (leading to possibility of fraud) or non-compliance to legislation or regulation, leading to unbudgeted losses, reputational loss, cashflow problems and/or lack of compliance with statutory requirements	• Effective HR provision in place. • Policies and procedures including effective emergency response policy and procedures. • Reviews against financial regulations in place. • Quorate number of Trustees on the Board with varied experience and expertise. • Adhere to guidance from the Charity Commission. • Appropriate insurance cover and measures.

Our approach to fundraising



We uphold the highest standards in how we communicate with supporters and ensure that our fundraising practices meet the requirements of the recommended Codes of Practice. We are registered with the Fundraising Regulator, which maintains the standards for charitable fundraising and we ensure that our fundraising is respectful, open, honest and accountable to the public. Key aspects of our approach to fundraising:

- Our [fundraising promise](#) outlines our commitment to high standards and our fundraising approach is in keeping with the Charity's governing objectives.
- We have a complaints policy, which sets out the process and outlines our commitment to resolving fundraising complaints as promptly and amicably as possible. In 2021 we handled seven complaints across the organisation. All these complaints were dealt with in line with our complaints policy with Trustees updated on a quarterly basis on complaints. As per our policy, complaints will be reported and referred to the Fundraising Regulator if a resolution cannot be reached.
- We do *not* conduct any telephone, face-to-face or door-to-door fundraising.
- We do *not* use third party agencies to make fundraising asks, although we do use them for fulfilment purposes, such as processing direct debits or distribution of fundraising direct mail. In such situations, legal agreements are in place. In no other circumstance do we swap or share data and we never sell data.
- All fundraising activity complies with EU General Data Protection Regulation (GDPR) introduced in May 2018.
- Promotional goods sent out for fundraising purposes and use of our logo on external fundraising materials is subject to approval. Official stationery such as our letterhead is never sent out for external use.
- The Board of Trustees has a member with senior fundraising expertise who provides additional assistance, advice and reassurance on our fundraising delivery.
- We hold a full gambling licence issued by the Gambling Commission (Operating Licence Number: 000-052725-N-329568-001) and adhere to its rules and regulations, including membership to a third-party consumer dispute agency, ADRg Consumer Dispute Scheme which ensures Lymphoma Action is compliant with The Alternative Dispute Resolution for Consumer Disputes Regulations 2015.
- We have an *Ethical Policy on the Acceptance and Refusal of Donations* which states that we will do our utmost to solicit and accept funds with the presumption that supporters give donations in good faith and that refusal must be only on the strongest grounds. The policy sets out the clear parameters in which donations can and should be refused and how the Charity goes about making such decisions.
- We have a [policy for working with healthcare and pharmaceutical companies](#) – which states that no more than 20% of our income can come from these companies and there is a cap of £50k per company. Acceptance of donations does not mean that we endorse their products and under no circumstances can these companies influence our strategic direction, activities or the content of our information and support.
- In 2021 we received [funding from the following healthcare and pharmaceutical companies](#): Abbvie £12,000; AstraZeneca £40,000; Bristol Myers Squibb £21,000; Gilead £1,000; Incyte Biosciences UK Ltd £22,000; Janssen £8,000; Kyowa Kirin £16,800; Recordati Rare Diseases UK £5,800; Roche £22,000; Takeda £21,000.

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Financial review

Financial overview and review

In 2021 our income was £3,493,925, up by 103% or £1,771,645 on the prior year's £1,722,280. This increase was considerably more than expected due to an unexpected legacy of £1.3M received towards the end of the year and a better-than-expected performance on underlying income streams.

A number of factors contributed to our financial performance: a conservative original budget for 2021; strong engagement and performance in individual giving which also contributed to better than expected Gift Aid income; persuasive grant applications focusing on the COVID-19 emergency at the beginning of the year; an improvement in Community income and Challenge events (which saw our largest ever London Marathon contingent); responsive communications and the unexpected legacy windfall in December.

This was a great achievement involving every member of the Lymphoma Action team and is testament to the hard work and cohesion across the organisation which enabled us to demonstrate our impact to funders.

Expenditure increased to £1,480,547, up by £87,810 from the prior year's £1,392,737 reflecting controlling of costs across a range of slowly expanding activities throughout the year. Whilst staff costs reduced due to vacancies and long-term sick leave, they were offset by increased agency fees. Fundraising expenditure also increased from a low base in 2020 and with the recognition of costs, and income, for two marathons (reflecting the rolled over places from the cancelled 2020 event).

Overall, expenditure on publications, information and raising awareness increased by nearly 5% on 2020 whereas expenditure on support services decreased by circa 9%. This reflected increased investment in information provision and website development during a full 12 months in which there was no face-to-face support activities.

At 31 December 2021 the net assets of the Charity were £3,209,495 (2020: £1,196,117), comprising £1,710,729 in uncommitted unrestricted funds (2020: £1,036,426) and £1,483,542 in designated unrestricted funds (2020: £116,920). We had an excess of income over expenditure of £2,013,378 allowing us to face the immediate future with a certain degree of confidence.

Our reserves policy

In 2019 we reviewed our Reserves Policy in line with best practice guidance to better build a resilience within the finances of the Charity. By developing an intelligent reserves policy (with a clear understanding of income and expenditure), we could more effectively consider financial risk. Our policy identifies three elements of reserve:

- Known liabilities and contingencies i.e. wind-down costs based on the costs of closing down the Charity.
- Provision to absorb setback i.e. predominantly related to income-based risk.
- A strategic development reserve, subject to funds being available which can be designated for development or to take advantage of emerging opportunities.

The reserves are reviewed in line with this policy annually at budget setting time and in time for the new financial year. Notwithstanding this, the reserves amount is calculable at any point of the year if required. Lymphoma Action will continue to express the reserves amount in 'months expenditure' for the purposes of external communications and will consider and recalculate the reserves level should it fall under what would be deemed three months of expenditure. At 31 December 2021 we held £1,710,729 as free reserves (2020: £1,036,426) representing 14 months of unrestricted annual expenditure not met from designated reserves. Our designated reserves, in particular the designation of the large legacy, reflect the Board of Trustees' commitment to the strategic development of the Charity's services, with funds set aside pending careful consideration of investment options.

Statement of Trustees' responsibilities

The format and content of the report and financial statements comply with the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP 2019) issued October 2019, applicable accounting standards, the Charities Act 2011 and the Companies Act 2006.

Company law requires the Trustees, as Directors of the Charitable Company, to prepare financial statements for each financial period which give a true and fair view of the state of the affairs of the Charitable Company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial period. In preparing those financial statements, the Trustees follow best practice and:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles of the charity SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the company will continue on that basis.

The Trustees are responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the Charitable Company and to enable them to ensure that the financial statements comply with the Charities Act 2011 and the Companies Act 2006.

The Trustees are also responsible for safeguarding the assets of the Charitable Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to the Auditor

In accordance with company law, as the Company's Trustees, we certify that:

- So far as we are aware, there is no relevant audit information of which the Company's Auditor is unaware.
- So far as we are aware, we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the Auditor is aware of that information.

Auditor

The Auditor, Sayer Vincent LLP, have signified their willingness to continue in office. A resolution to re-appoint them as Auditor will be proposed at the forthcoming annual general meeting.

Financial statements are published on Lymphoma Action's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions.

The maintenance and integrity of Lymphoma Action's website is the responsibility of the Trustees. The Trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

The Trustees have prepared this report in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

Signed by Gordon Johns, chair, on behalf of the Trustees of Lymphoma Action

Gordon Johns

9 May 2022

Chair

Independent Auditor's report to the members of Lymphoma Action

Opinion

We have audited the financial statements of Lymphoma Action (the 'Charitable Company') for the year ended 31 December 2021 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the Charitable Company's affairs as at 31 December 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended)

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other Information

The other information comprises the information included in the Trustees' Annual Report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Trustees' Annual Report has been prepared in accordance with applicable legal requirements

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charitable Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

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

Responsibilities of Trustees

As explained more fully in the statement of trustees' responsibilities set out in the Trustees' Annual Report, the Trustees (who are also the Directors of the Charitable Company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Charitable Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Charitable Company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management and the audit and risk committee, which included obtaining and reviewing supporting documentation, concerning the Charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance.
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud.
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.

- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the Charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the Charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and evaluated these against supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the Charitable Company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the Charitable Company's members those matters we are required to state to them in an auditor's report and for no other purpose.

To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charitable Company and the Charitable Company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Jonathan Orchard (Senior statutory auditor)

23 May 2022

for and on behalf of Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Lymphoma Action

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 December 2021

	Note	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Income from:							
Donations and legacies	2	2,733,444	242,190	2,975,634	1,157,982	254,177	1,412,159
Charitable activities	3	24,090	–	24,090	27,535	–	27,535
Other trading activities	4	493,749	–	493,749	281,632	–	281,632
Investments	5	452	–	452	954	–	954
Total income		3,251,735	242,190	3,493,925	1,468,103	254,177	1,722,280
Expenditure on:							
Raising funds	6	536,531	–	536,531	427,721	–	427,721
Charitable activities							
Publication production & distribution, information and raising awareness	6	297,588	147,984	445,572	375,134	49,780	424,914
Support for people affected by lymphoma	6	311,585	76,753	388,338	290,470	137,879	428,349
Education and training	6	65,106	45,000	110,106	54,777	56,977	111,754
Total expenditure		1,210,810	269,737	1,480,547	1,148,103	244,636	1,392,739
Net income / (expenditure) before net gains / (losses) on investments		2,040,925	(27,547)	2,013,378	320,000	9,541	329,541
Net gains / (losses) on investments	13	–	–	–	–	–	–
Net movement in funds		2,040,925	(27,547)	2,013,378	320,000	9,541	329,541
Reconciliation of funds:							
Total funds brought forward		1,153,345	42,772	1,196,117	833,345	33,231	866,576
Total funds carried forward		3,194,270	15,225	3,209,495	1,153,345	42,772	1,196,117

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 19 to the financial statements.

Lymphoma Action

Balance sheet

Company no. 03518755

As at 31 December 2021

	Note	£	2021 £	£	2020 £
Fixed assets:					
Tangible assets	12		14,798		28,471
Investments	13		–		–
			<u>14,798</u>		<u>28,471</u>
Current assets:					
Stock	13	9,687		6,814	
Debtors	14	112,936		135,099	
Cash at bank and in hand		3,173,242		1,179,167	
			<u>3,295,865</u>	<u>1,321,080</u>	
Liabilities:					
Creditors: amounts falling due within one year	15	(101,168)		(153,434)	
Net current assets			<u>3,194,697</u>		<u>1,167,646</u>
Net assets	17		<u>3,209,495</u>		<u>1,196,116</u>
The funds of the charity:	18				
Restricted income funds			15,224		42,771
Unrestricted income funds:					
Designated funds		1,483,542		116,920	
General funds		1,710,729		1,036,426	
			<u>3,194,271</u>	<u>1,153,346</u>	
Total unrestricted funds			<u>3,194,271</u>		<u>1,153,346</u>
Total charity funds			<u>3,209,495</u>		<u>1,196,117</u>

Approved by the trustees on 9 May 2022 and signed on their behalf by

Gordon Johns
Chairman

Lymphoma Action

Statement of cash flows

For the year ended 31 December 2021

	Note	2021 £	£	2020 £	£
Cash flows from operating activities					
Net income / (expenditure) for the reporting period (as per the statement of financial activities)		2,013,378		329,542	
Depreciation charges		13,672		14,327	
(Gains)/losses on investments		–		–	
Interest from investments		(452)		(954)	
(Increase) Decrease in stocks		(2,872)		1,565	
Decrease / (Increase) in debtors		22,163		(16,154)	
Increase/(decrease) in creditors		(52,266)		35,220	
Net cash (used in) operating activities			1,993,623		363,546
Cash flows from investing activities:					
Dividends, interest and rents from investments		452		954	
Purchase of fixed assets		–		(5,747)	
Proceeds from sale of investments		–		–	
Net cash provided by investing activities			452		(4,793)
Change in cash and cash equivalents in the year			1,994,075		358,753
Cash and cash equivalents at the beginning of the year			1,179,167		820,414
Cash and cash equivalents at the end of the year			3,173,242		1,179,167

1 Accounting policies

a) Statutory information

Lymphoma Action is a charitable company limited by guarantee and is incorporated in England, Wales, and Scotland.

The registered office address is 3 Cromwell Court, New Street, Aylesbury, HP20 2PB.

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (March 2018) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

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

d) Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. We have free reserves in excess of ten months of unrestricted expenditure which provides the capacity to respond to changing circumstances.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

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

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

1 Accounting policies (continued)

f) Donations of gifts, services and facilities

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

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

g) Interest receivable

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

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of publication production, information and raising awareness, support for people affected by lymphoma, and training and other educational activities undertaken to further the purposes of the charity and their associated support costs

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on a per capita basis.

Governance costs, comprising the audit fee, trustees' expenses and indemnity insurance, and the cost of recruiting new trustees, are apportioned on a per capita basis.

k) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

l) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

Where fixed assets have been revalued, any excess between the revalued amount and the historic cost of the asset will be shown as a revaluation reserve in the balance sheet.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

▪ Property improvements	10 years
▪ Computer systems	3 years
▪ Furniture and equipment	5 years

Notes to the financial statements

For the year ended 31 December 2021

1 Accounting policies (continued)

m) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading "Net gains/(losses) on investments" in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

n) Stocks

Stocks are stated at the lower of cost and net realisable value. In general, cost is determined on a first in first out basis and includes transport and handling costs. Net realisable value is the price at which stocks can be sold in the normal course of business after allowing for the costs of realisation. Provision is made where necessary for obsolete, slow moving and defective stocks.

o) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

p) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

q) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

r) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

s) Pensions

Contributions payable to the company's pension scheme are charged to the statement of financial activities in the period to which they relate.

2 Income from donations and legacies

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Fundraising and individual giving	515,138	–	515,138	415,397	30,000	445,397
In memoriam	237,881	–	237,881	107,715	–	107,715
Trusts and companies	160,630	242,190	402,820	215,493	224,177	439,670
Big Lottery Fund	–	–	–	100,000	–	100,000
HMRC JRS Grant	769	–	769	35,017	–	35,017
Gift aid	138,805	–	138,805	108,246	–	108,246
Legacies	1,680,221	–	1,680,221	176,114	–	176,114
	<u>2,733,444</u>	<u>242,190</u>	<u>2,975,634</u>	<u>1,157,983</u>	<u>254,177</u>	<u>1,412,160</u>

3 Income from charitable activities

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Education and training	24,090	–	24,090	27,535	–	27,535
	<u>24,090</u>	<u>–</u>	<u>24,090</u>	<u>27,535</u>	<u>–</u>	<u>27,535</u>

4 Income from other trading activities

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Challenge events	466,969	–	466,969	256,846	–	256,846
Trading income	26,781	–	26,781	24,786	–	24,786
	<u>493,749</u>	<u>–</u>	<u>493,749</u>	<u>281,632</u>	<u>–</u>	<u>281,632</u>

5 Income from investments

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Bank interest	452	–	452	954	–	954
Investment income	–	–	–	–	–	–
	<u>452</u>	<u>–</u>	<u>452</u>	<u>954</u>	<u>–</u>	<u>954</u>

Lymphoma Action

Notes to the financial statements

For the year ended 31 December 2021

6a Analysis of expenditure (current year)

	Cost of raising funds		Charitable activities						
	Generating donation and legacies £	Costs of activities for generating funds £	Publication production & distribution, information and raising awareness £	Support for people affected by lymphoma £	Education and training £	Governance costs £	Support costs £	2021 Total £	2020 Total £
Staff costs (Note 8)	199,499	26,563	233,976	248,604	73,006	32,005	119,057	932,710	961,920
Direct costs									
Generating donations and legacies	88,460	-	-	-	-	-	-	88,460	44,483
Challenge event fees	-	104,523	-	-	-	-	-	104,523	3,578
Merchandise and other costs	-	17,305	-	-	-	-	-	17,305	18,377
Publications	-	-	38,087	-	-	-	-	38,087	52,341
Raising awareness and website	-	-	70,077	-	-	-	-	70,077	51,697
Helpline and support services	-	-	-	31,201	-	-	-	31,201	35,024
Regional and international activities	-	-	-	2,541	-	-	-	2,541	3,199
Workshop, conference and events	-	-	-	-	7,923	-	-	7,923	11,620
	88,460	121,828	108,164	33,742	7,923	-	-	360,118	220,319
Support costs									
Finance, HR & IT	-	-	-	-	-	-	83,399	83,399	93,744
Premises	-	-	-	-	-	-	41,692	41,692	42,222
Stationery, post, phone, equipment and sundry	-	-	-	-	-	-	35,951	35,951	48,454
Depreciation	-	-	-	-	-	-	13,673	13,673	14,327
Governance	-	-	-	-	-	13,005	-	13,005	11,751
	287,959	148,391	342,140	282,346	80,929	45,010	293,771	1,480,547	1,392,737
Support costs	74,715	12,156	89,690	91,910	25,300	-	(293,771)	-	-
Governance costs	11,447	1,862	13,742	14,082	3,876	(45,010)	-	-	-
Total expenditure 2021	374,122	162,409	445,572	388,338	110,106	-	-	1,480,547	1,392,737

6b Analysis of expenditure (prior year)

	Cost of raising funds		Charitable activities					
	Generating donation and legacies £	Costs of activities for generating funds £	Publication production & distribution, information and raising awareness £	Support for people affected by lymphoma £	Education and training £	Governance costs £	Support costs £	2020 Total £
Staff costs (Note 8)	219,302	27,591	222,648	272,015	69,687	31,592	119,085	961,920
Direct costs								
Generating donations and legacies	44,483	-	-	-	-	-	-	44,483
Challenge event fees	-	3,578	-	-	-	-	-	3,578
Merchandise and other costs	-	18,377	-	-	-	-	-	18,377
Publications	-	-	52,341	-	-	-	-	52,341
Raising awareness and website	-	-	51,697	-	-	-	-	51,697
Helpline and support services	-	-	-	35,024	-	-	-	35,024
Regional and international activities	-	-	-	3,199	-	-	-	3,199
Workshop, conference and events	-	-	-	-	11,620	-	-	11,620
	44,483	21,955	104,038	38,223	11,620	-	-	220,319
Support costs								
Finance, HR & IT	-	-	-	-	-	-	93,744	93,744
Premises	-	-	-	-	-	-	42,222	42,222
Stationery, post, phone, equipment and sundry	-	-	-	-	-	-	48,454	48,454
Depreciation	-	-	-	-	-	-	14,327	14,327
	-	-	-	-	-	-	-	-
Governance	-	-	-	-	-	11,751	-	11,751
	263,786	49,546	326,686	310,238	81,307	43,343	317,832	1,392,739
Support costs	92,029	8,634	86,439	103,937	26,793	-	(317,832)	-
Governance costs	12,550	1,177	11,788	14,174	3,654	(43,343)	-	-
Total expenditure 2020	368,365	59,357	424,913	428,349	111,754	-	-	1,392,739

Notes to the financial statements

For the year ended 31 December 2021

7 Net income / (expenditure) for the year

This is stated after charging:

	2021 £	2020 £
Depreciation	13,672	14,327
Operating lease rentals payable:		
Property	29,082	28,535
Other	4,382	4,383
Auditor's remuneration (excluding VAT):		
Audit	7,875	7,500

8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2021 £	2020 £
Salaries and wages	813,067	828,403
Redundancy and termination costs	-	-
Social security costs	69,638	74,291
Employer's contribution to defined contribution pension schemes	46,661	47,605
Income protection and life assurance	3,344	11,621
	932,710	961,920

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2021 No.	2020 No.
£70,000 – £79,999	1	1

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £214,027 (2020: £253,232) in relation to four key management posts.

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2020: £nil). No charity trustee received payment for professional or other services supplied to the charity (2020: £nil).

Trustees' expenses represent the payment or reimbursement of travel and subsistence costs totalling £0 (2020: £158) incurred by 0 (2020: 2) members relating to attendance at meetings of the trustees.

During the year trustee liability insurance was obtained for £3,198 (2020: £2,594).

9 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 31 (2020: 31).

Staff are split across the activities of the charity as follows (head count basis):

	2021 No.	2020 No.
Raising funds	9	9
Charitable activities	17	17
Support staff	5	5
	31	31

10 Related party transactions

There are no related party transactions to disclose for 2020 (2019: none).

11 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

12 Tangible fixed assets

Cost	Property improvements £	Computer equipment £	Furniture & equipment £	Total £
At the start of the year	4,457	52,317	10,208	66,982
Disposals in year	–	–	(10,208)	(10,208)
Additions in year	–	–	–	–
At the end of the year	4,457	52,317	–	56,774
Depreciation				
At the start of the year	4,457	24,141	9,914	38,512
Disposed of in year	–	–	(10,208)	(10,208)
Charge for the year	–	13,378	294	13,672
At the end of the year	4,457	37,519	–	41,976
Net book value				
At the end of the year	–	14,798	–	14,798
At the start of the year	–	28,177	294	28,471

All of the above assets are used for charitable purposes.

13 Stock

	2021 £	2020 £
Goods for resale	9,686	6,814
	9,686	6,814

14 Debtors

	2021 £	2020 £
Income tax receivable	42,470	27,688
Prepayments	70,466	102,588
Accrued income	–	4,823
	112,936	135,099

15 Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	52,979	45,663
Taxation and social security	18,028	14,024
Accruals	7,290	9,000
Deferred income (note 16)	22,870	84,747
	<u>101,168</u>	<u>153,434</u>

16 Deferred income

Deferred income comprises income received in advance for events, including entry deposits and sponsorships for individuals undertaking challenge events.

	2021 £	2020 £
Balance at the beginning of the year	84,748	39,533
Amount released to income in the year	(75,324)	(10,199)
Amount deferred in the year	13,446	55,413
Balance at the end of the year	<u>22,870</u>	<u>84,748</u>

17a Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	–	14,798	–	14,798
Net current assets	1,710,729	1,468,744	15,224	3,194,697
Net assets at 31 December 2021	<u>1,710,729</u>	<u>1,483,542</u>	<u>15,224</u>	<u>3,209,495</u>

17b Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	–	28,177	294	28,471
Net current assets	1,036,427	88,745	42,477	1,167,649
Net assets at 30 December 2020	<u>1,036,427</u>	<u>116,922</u>	<u>42,771</u>	<u>1,196,120</u>

18a Movements in funds (current year)

	At 1 January 2021 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2021 £
Restricted funds:					
Information and publications					
Publications	–	147,690	(147,690)	–	–
Webinar equipment	294	–	(294)	–	–
Support for people affected by lymphoma					
Counselling/psychological support	3,200	–	–	–	3,200
Information & support, including helpline, buddy scheme & support groups	27,253	49,500	(76,753)	–	–
Research	12,024	–	–	–	12,024
Education and training					
Events and activities	–	45,000	(45,000)	–	–
Total restricted funds	42,771	242,190	(269,737)	–	15,224
Unrestricted funds:					
Designated funds:					
Investment Reserve	–	1,300,000	–	–	1,300,000
ICT replacement fund	–	50,000	–	–	50,000
Facebook settlement fund	8,745	–	–	–	8,745
Legacy fluctuation fund	30,000	20,000	–	–	50,000
Premises fund	50,000	10,000	–	–	60,000
Value of functional assets net of restricted funds	28,175	–	(13,378)	–	14,797
Total designated funds	116,920	1,380,000	(13,378)	–	1,483,542
General funds	1,036,426	1,871,735	(1,197,432)	–	1,710,729
Total unrestricted funds	1,153,346	3,251,735	(1,210,810)	–	3,194,271
Total funds	1,196,117	3,493,925	(1,480,547)	–	3,209,495

The narrative to explain the purpose of each fund is given at the foot of the note below.

18b Movements in funds (prior year)

	At 1 January 2020 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2020 £
Restricted funds:					
Information and publications					
Publications	–	49,300	(49,300)	–	–
Webinar equipment	774	–	(480)	–	294
Support for people affected by lymphoma					
Counselling/psychological support	3,200	–	–	–	3,200
Information & support, including helpline, buddy scheme & support groups	–	124,900	(97,647)	–	27,253
Live Your Life – Big Lottery Fund	17,232	–	(17,232)	–	–
Live Your Life – other	–	23,000	(23,000)	–	–
Research	12,024	–	–	–	12,024
Education and training					
Events and activities	–	56,977	(56,977)	–	–
Total restricted funds	33,231	254,177	(244,636)	–	42,771
Unrestricted funds:					
Designated funds:					
Facebook settlement fund	–	–	–	8,745	8,745
Legacy fluctuation fund	30,000	–	–	–	30,000
Premises fund	50,000	–	–	–	50,000
Value of functional assets net of restricted funds	36,276	–	(13,847)	5,746	28,175
Total designated funds	116,276	–	(13,847)	14,491	116,920
General funds	717,069	1,468,103	(1,134,255)	(14,491)	1,036,426
Total unrestricted funds	833,345	1,468,103	(1,148,102)	–	1,153,346
Total funds	866,576	1,722,280	(1,392,738)	–	1,196,117

The narrative to explain the purpose of each fund is given at the foot of the note below.

Purposes of restricted funds
Information and publications
Lymphoma nurse educational resource

We have continued to develop a wide range of online resources including videos and webinars in conjunction with our education and training programme, and make these available to participants in our National Clinical Nurse Specialist training Programme. These resources are also available to a wider audience on our website, and this will continue in 2022.

Publications

Grants to fund information booklets from our award-winning range about lymphomas and their treatment.

Support for people affected by lymphoma

Counselling / psychological support

Grants towards a counselling psychological support service for people affected by lymphoma, helping them to come to terms with a diagnosis and deal with distress, anxiety and depression.

Information and support, including helpline, buddy scheme and support groups

Grants received towards our information and support services. These include our helpline (telephone, email and live chat enquiries from people worried about or needing information on lymphoma), buddy scheme (putting people in touch with others going through a similar experience) and a network of support groups across the UK (where patients, relatives and friends can meet on a regular basis to learn from each other and give mutual support).

Live Your Life – Big Lottery Fund

Funds received as part of a three-year grant totalling £318,000 from the Big Lottery Fund to launch an education and support programme for people returning to a 'new normal' after treatment has finished and for those on a 'watch and wait' regime.

Research

Funds received and carried over for research into lymphoma and the lives of those affected by lymphoma, work to scope activity has taken place in 2018, which we expect to launch in 2021.

Education and training

Education and training events and activities

Events for healthcare professionals are held throughout the year.

Purposes of designated funds

In December 2021 we received a legacy of £1.3 million which has been designated for development projects seeking to expand the range of our work and accounted for separately from other funds to prevent it masking any underperformance in mainline fundraising and services.

The ICT replacement fund is to replace ICT assets.

The Facebook settlement fund is a provision for possible over recovery of gift aid contingent on the resolution of issues between Facebook and HMRC.

The legacy fluctuation fund is set aside to offset any lower than expected legacy income.

The premises fund is created to cover potential costs of relocation and or refurbishment when the current lease expires.

19 Operating lease commitments payable as a lessee

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	Property 2021 £	2020 £	Equipment 2021 £	2020 £
Less than one year	47,377	29,311	4,382	4,382
One to five years	78,750	19,713	6,209	11,687
	126,127	49,024	10,591	16,069

20 Legal status of the charity

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

Reference and administrative details

Trustees	Gordon Johns (#,*)	Chair (and Chair of Remuneration Committee)
	Dr Cathy Burton	
	Tricia Cavell-Hill (#,*)	
	James Cray (*)	
	Mark Harrison	
	Nicola King	Retired February 2021
	Keith McLeod (#,*)	Treasurer (and Chair of Finance Committee)
	David McNeill	
	Sarah Wells	
	Shaf Mansour	Joined May 2021
# Member of Finance Committee		
* Member of Remuneration Committee		
Chief Executive	Ropinder Gill	
Key management personnel	Jim Howson	Director of Finance
	Dallas Pounds	Director of Services
	Karen Rabjohn	Director of Fundraising & Communications
Company secretary	Ropinder Gill	
President	Professor John Radford	
Patron	Lord Menzies Campbell of Pittenweem	
Charity number	England and Wales	1068395
	Scotland	SC045850
Company number	03518755	
Registered office	3 Cromwell Court	
	New Street	
	Aylesbury	
	Buckinghamshire	
	HP20 2PB	
Website	www.lymphoma-action.org.uk	
Bankers	CAF Bank Ltd	
	25 Kings Hill Avenue, West Malling, Kent ME19 4JQ	
	National Westminster Bank plc	
	22 Market Square, Aylesbury, Buckinghamshire HP20 1TR	

Auditor

Sayer Vincent LLP
Invicta House
108-114 Golden Lane
London
EC1Y 0TL

Medical Advisory Panel

Dr Kirit Ardeshta
Charlotte Bloodworth
Dr Adrian Bloor
Professor Kristian Bowles
Dr Cathy Burton
Dr Graham Collins
Professor David Cunningham
Professor Stephen Devereux
Dr Shirley D'Sa
Professor Martin Dyer
Dr Paul Fields
Dr George Follows
Dr Christopher Fox
Dr Eve Gallop-Evans
Dr Georgina Hall
Professor Peter Hoskin
Professor Tim Illidge
Professor Peter Johnson
Dr Rod Johnson
Dr Nagesh Kalakonda
Dr Ben Kennedy
Dr Kim Linton
Dr Prem Mahendra
Dr Robert Marcus
Dr Pam McKay
Dr Andrew McMillan
Dr Christopher McNamara
Dr Wendy Osborne
Dr Shankara Paneesha
Dr Ruth Pettengell
Professor Andrew Pettitt
Professor John Radford (Chair)
Dr Ravi Ratnavel
Barbara Von Barsewisch
Sarah Wells
Dr Andy Wotherspoon

LYMPHOMA ACTION

England & Wales - Charity number 1068395

Accounts



Annual Report and Accounts for the year ending 31 December 2020

Inform	Award-winning information and education resources
Support	Outstanding support services
Connect	An established lymphoma community

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Welcome

Welcome to this year's report on our achievements in 2020.

Looking back on 2020 brings with it a range of reflections on the impact of COVID-19. It was an incredibly difficult year for all, with people affected by lymphoma having to face new and unexpected challenges from shielding to changes in treatments.

People with blood cancer were classified as clinically extremely vulnerable to COVID-19 at the outset and have depended on us for vital COVID-19 and lymphoma-related information and support throughout.



Lymphoma Action had robust emergency plans and a strong ICT infrastructure in place, which meant, fortunately, that we were well placed to react to the evolving situation. We continued to work in a responsive way, launching new digital services and increasing the organisation's reach and impact.

Whilst COVID-19 impacted on many areas of our work and activities, and on our income, our mission and long-term strategy still stand. Despite the challenges presented by the pandemic, which transformed how we work and how we provide services, we have stayed focused, and are particularly proud of what we were able to achieve in a year disrupted by COVID-19.

We approach 2021 with hope for better times ahead. With this year marking our 35th anniversary, we look forward to reflecting on the ways in which we have made a difference over the past 35 years.

We also want to build on all that we have learnt in 2020 and to continue to better understand the needs of our patient and supporter audiences. This is key in helping us to address the barriers that may be holding us back from engaging with all of those who need our help.

We thank everyone who helped us during a tumultuous year, including our volunteers and staff for their commitment and hard work, and our supporters for their generosity in 2020.

Gordon Johns
Chair of the Board of Trustees
Lymphoma Action

Who we are and what we do

Lymphoma Action is a national charity, established in 1986, to provide high quality information, advice and support to people affected by lymphoma – the fifth most common cancer in the UK.

Our vision

Everyone affected by lymphoma will receive the best possible support, treatment and care.

Our mission

Through information, education, support and influence, we will make sure no one has to face lymphoma alone.

Our values

- **Focused** – we are dedicated to the needs of those affected by lymphoma
- **Empowering** – we build confidence to make change happen
- **Trusted** – we use our expertise to deliver quality services
- **Innovative** – we look to a better future for people affected by lymphoma
- **Collaborative** – we are inclusive and value our partnerships

Our goals

- Create the highest quality information so that people can understand their lymphoma
- Ensure that people affected by lymphoma can access the treatment and care that they need
- Ensure that people feel supported with and beyond lymphoma by others who understand what they are going through
- Be a voice for people affected by lymphoma in order to influence the decisions that affect them and raise awareness of lymphoma
- Have the most effective resources so that we are sustainable and can deliver impactful services



2020 - Our year in numbers

Information

Information books and sheets printed or sent:

22,937



COVID-19 & lymphoma online page views:

163,423

Lymphoma Matters magazine sent:

60,275

Website users:

2,042,048



Lymphoma TrialsLink page views:

17,150



Support & volunteering

Helpline service interactions:

2,055



Active volunteers:

318



Buddy links:

38



Online support meeting attendees:

1,520



Members in closed Facebook support group:

1,493

Online support meetings:

188

Education & training

360 people heard the first 3 episodes of our podcast series

390 healthcare professionals attended **3** online educational events

12 virtual Live Your Life events attended by **93** people

8 live webinars viewed by a total of **5,204** people



Social media

555,000

YouTube views



37,003

Facebook followers



9,084

Twitter followers



3,273

Instagram followers



Income



Total income:

£1,722,286

Challenge events:

£256,846



Legacies:

£176,114

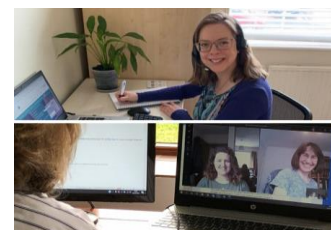


Our response to COVID-19

Faced with the challenges of increasing demand for services and government restrictions affecting our activities, we navigated 2020 by accelerating our digital development to provide more of our services virtually.

From online support meetings, through to webinars, podcasts and virtual events, we were able to respond to the needs of those we support by doing things differently.

Together with wonderful 'digital' volunteers we delivered online peer support to nearly 2,000 people through online support meetings and our closed Facebook Group, whilst also continuing conversations with those who hadn't or couldn't access online support.



Our website (with its COVID-specific section) continued to be the main source of information for people, supported by our Helpline Services. We also delivered high quality virtual educational events, with highlights including our *Lymphoma Management Course* (seeing our highest ever uptake of places) and the digital relaunch of our *Live your Life* programme.



Throughout the pandemic, we continued our balanced and consensus-based approach in supporting the wider messages from the NHS and the Government. We supported national campaigns like the NHS *Help us to Help You Campaign* and joined with NHS Wales as part of their #DistanceAware initiative. This supported people who were concerned about staying safe outside their homes when restrictions were eased.

We had regular communication with healthcare professionals to ensure a continued sharing of information, not only around COVID-19, but wider updates and developments around lymphoma.

During the pandemic it was vital that we put forward the issues that impacted on our beneficiaries to the policymakers who could address them. To do this we collaborated with others in order to be heard. This enabled us to raise questions around issues of lymphoma treatment and care; COVID-19 and blood cancer, and on the detrimental impact of the pandemic on cancer treatments and services.

2020 saw us working with our many partners including, amongst others, the Blood Cancer Alliance, the *One Cancer Voice* coalition of charities and Cancer52 to advocate on behalf of people affected by lymphoma for restored and better cancer services. We also collaborated on fundraising and service provision, most notably delivering a series of webinars in collaboration with other blood cancer charities.

Our objectives and achievements

In 2020 we worked towards the delivery of our intended priorities in a way that responded to the impact of COVID-19. Here we summarise our progress against our five main goals.

1. Create the highest quality information so that people can understand their lymphoma

2020 objective	Key achievements in 2020
Develop information to cover more of what people need and provide COVID-19 specific information	• Produced three editions of <i>Lymphoma Matters</i> magazine (including a COVID-19 special edition) sent free of charge to over 60,000 people. • Revised 5 books, with nearly 23,000 information books and sheets printed or sent. • Developed COVID-19 specific information and a new section on the website covering all aspects from shielding to vaccines and featuring <i>One Cancer Voice</i> FAQs. Total views for the year: 163,423. • Created more bereavement support and information.
Increase the impact and extend the reach of our information	• Focused on unmet needs within information provision and Chaired the subgroup of the Blood Cancer Alliance (BCA) on this. • Commenced our work on the impact of health inequalities on lymphoma patients.
Implementing the digital and ICT strategy for information provision	• Revised 29 web pages, increasing web traffic by 24% compared with 2019. • Drafted 99 news blogs to raise awareness of lymphoma and explain specialist news and issues. • Launched a webinar series, delivering 8 webinars (5 held jointly with Leukaemia Care and 1 with WMUK). • Produced 30 information videos. • Launched our <i>Lymphoma Voices</i> podcast series.

Knowing I can always rely on the information from Lymphoma Action to be easy to understand and factual has been a huge support for me, and has made it easier for me to relay things to other people.

2. Ensure that people affected by lymphoma can access the treatment and care that they need

2020 objective	Key achievements in 2020
Help people affected by lymphoma communicate better with their Healthcare professionals (HCPs)	162 trials listed on our Trialslink Database throughout 2020 (including open, closed or trials with results). - Provided HCPs with regular information and support around COVID-19 and lymphoma related information needs and updated our HCP pages to include Lymphoma Education for nurses.
Deliver an education programme for HCPs	- Delivered a digital version of our <i>Lymphoma Management</i> course with 339 attendees. - Delivered two virtual CNS masterclasses for 51 delegates 1,430 post event video views from HCPs. - In partnership with Gateway C supported the <i>Lymphoma Early Diagnosis</i> course.
Help identify those treatment priorities, quality of life issues and behaviours which would make the biggest difference in terms of better access to treatment and care	- Had the highest UK response (679) to date to the Lymphoma Coalition Global survey which highlighted areas of need and led to development of resources around e.g. fear of relapse. - Supported the NHS 'Help us to Help You' campaign with endorsement from Dr Sarah Jarvis. 22 Health Technology Assessments (HTA) completed with NICE, 4 with the Scottish Medicines Consortium (SMC) and 1 with NHS England (NHSE).

The Lymphoma Management course was a really excellent course. The speakers were excellent and very inspiring.

Your information made me contact my GP, as I have had symptoms for quite some time. I am booked for bloods on Monday.

3. Ensure that people feel supported with and beyond lymphoma by others who understand what they are going through

2020 objective	Key achievements in 2020
Continue to build our lymphoma community to support each other in person and/or through digital means	- Delivered 188 online support meetings with approximately 1,520 participants. - Made 38 successful Buddy links. - Launched new support groups in Northern Ireland; for young people; and for family, friends and carers. - Launched our closed Facebook Support Group with 1,493 members as at the end of 2020, helping people to feel more informed, supported and connected.
Increase the impact of our helpline and educational services	2,055 interactions with our Helpline Service via phone, email and Live Chat. - Relaunched our <i>Live your Life</i> (LYL) programme in digital format with 93 participants across 12 online workshops, and inducted new LYL facilitators. - Increased LYL information online including personal stories and workbooks.
Build a large volunteering community that increases the reach and breadth of our work	- Recruited 75 new volunteers (total of 318). - Volunteers directly supported 1,305 people affected by lymphoma. - Developed a range of digital volunteering roles to support our Fundraising and Services Teams.



Just prior to the lockdown, I had finished my last chemotherapy treatment, but once the lockdown started, I felt like I'd fallen off a cliff. I was so used to the routine of seeing my incredible cancer nurses and speaking to my consultant whenever I had questions.



This is where Lymphoma Action stepped in to fill that void. I knew the first place that I could go to for information about lymphoma and COVID-19 was their website and that if I picked up the phone to their helpline that someone will be there to support.

I am a member of both Lymphoma Action's closed Facebook support group and their online support meeting for the South West. Having this means of connecting with others has been vital – I feel like I am still surrounded by a number of people who all know the sort of journey that I have been on and what's to come.

4. Be a voice for people affected by lymphoma in order to influence the decisions that affect them and raise awareness of lymphoma

2020 objective	Key achievements in 2020
Collaborate with our partners to amplify the voice of people affected by lymphoma	- Through the Blood Cancer Alliance (BCA) we focused on developing a consensus approach to changes to treatment and cancer services impacted by the COVID-19 pandemic. - Through the NHS Cancer Charities Forum we developed our COVID-19 information based on the latest updates. - With our partners, we advocated for the needs of patients and along with 24 other charities, we developed the <i>One Cancer Voice</i> 12 point plan for the restoration of cancer services.
Develop our policy strategy to strengthen the voice of people affected by lymphoma on a national policy platform	- Continued involvement with the <i>Cancer52</i> group of charities to press on policy issues. - We were guest speakers at the Lymphoma Coalition global meeting, as well as at the AbbVie Global roundtable, Gilead Patient Reported outcomes in CAR-T seminar and the Bristol Meyers Squibb (BMS) Car-T advisory panel. - We also represented people affected by lymphoma at the NCRI Lymphoma Research Group meeting, the BMS “Future of Blood Cancer” report launch, the NICE methods review forum and the BMS Healthcare summit.
Continue to strengthen our engagement with people affected by lymphoma to increase the quality and impact of our work	- Introduced a new Insights Panel, who reviewed the recommendations of the BCA <i>Barriers to Accessing Medicines</i> Report. - Continued to have user engagement through mechanisms like our Reader Panel.
Develop communications and campaigns to deliver our message to a wide and diverse audience	Raised awareness of lymphoma and our work through social media, 373 press features, radio interviews and campaigns like <i>Distance Aware</i> and Blood Cancer Awareness Month.

I am in awe of the work that goes on behind the scenes at Lymphoma Action to support people affected by the condition.



5. Have the most effective resources so that we are sustainable and can deliver impactful services

2020 objective	Key achievements in 2020
Implement our <i>People Strategy</i> focusing on supporting our staff to work well and safely through the pandemic	• Focused on risk assessments, guidelines and policies to support safe and effective home working practices. • Developed wellbeing support for staff including information and advice provision (including mental health 1st aid) and increased staff communications. • Supported the learning and development of staff, particularly around digital.
Be financially strong and strategically resilient for longer term sustainability	• Established the emergency response protocol as per policy and revised our fundraising and services strategies and risk registers in response to COVID. • Put in place action plans to mitigate financial impact of COVID-19 included emergency funding asks; access to govt. support, adapting of existing activities and significant savings on expenditure. • Collaborated with Leukaemia Care on our '<i>Bridges of Britain</i>' event and with other <i>Cancer52</i> charities for '<i>20 for 20</i>'.
Develop an impact plan to develop our impact assessment	• Repeated our <i>Inspiring Impact</i> assessment which showed improvement in thirteen areas since 2019.
Develop our infrastructure, ICT and digital capabilities aligned to our goals	• Developed our digital strategy with pro bono support and developed a combined ICT and digital strategy for 2021. • Successfully implemented the <i>Breathe HR</i> system • Implemented a cloud-based telephone system and began work on the implementation of a new CRM system.

I can't speak highly enough of the support that Lymphoma Action has given me. Without this, I don't think I would have coped.

”

Thank you to our fundraisers

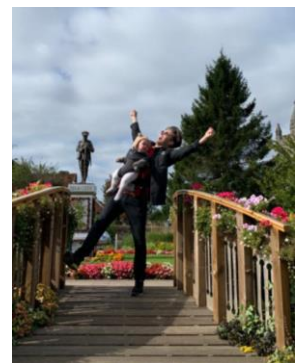
Thanks to our wonderful supporters, we have been able to raise the income we needed to safeguard our services.

In response to the social distancing measures brought about by COVID-19, we adapted our planned fundraising activities to ensure that, where possible, they could be delivered in a virtual format, whilst introducing some new ideas along the way.

Faced with shortfalls in our income, we set about raising emergency funds. We were overwhelmed by the support we received including a £100,000 emergency grant from The National Lottery Community Fund, which enabled us to offset some of the losses we experienced from Community and Challenge Event fundraising.

Despite the cancellation of large fundraising events like the *London Marathon*, we had 17 runners take part in the *Virtual London Marathon*, raising over £17,000. Our virtual *Santa Run* raised over £25,000 and our *Bridges of Britain* event surpassed all expectations by raising £35,000.

Combined with the funds raised by the many people who ran, cycled or walked for us, we raised a fantastic £256,846 in Challenge Event income, which although significantly lower than budget, was better than expected.



Our supporters were incredibly loyal and generous and so long as we tried new things and gave them different ways to support us they continued to do so. From the *2.6 Challenge* to lockdown *head shaves* our supporters found new and inventive ways to fundraise.

We are also hugely grateful to everyone who supported our Emergency Appeal, and to the charitable trusts, donors, companies and organisations who have helped us during this extraordinary time through their generous donations. The emergency funding was more than we could ever have hoped for, and together with a generous and unexpected legacy in December, was instrumental in us performing better than expected in 2020.



We would like to thank each and every person who has supported us. From funds raised by people taking part in fundraising challenges, to those making donations, setting up regular gifts or remembering us in their wills, every penny raised has helped us continue our work in making sure no one has to face lymphoma alone.

We are also grateful to those who gave us pro bono support so we could ensure our funds were focused on service provision. This is truly appreciated by us and the people we support. From the bottom of our hearts, thank you.

Reflections and lessons learnt

Despite the challenges, we learnt how important it is to stay true to the values of our organisation and focus on our purpose. Our long-term strategy stands true, and reminding ourselves of why we exist, helped us to respond to what people affected by lymphoma needed. These are just some of the other learnings from 2020:

- That we can work very well from home so long as there is the right infrastructure, investment and policy framework to support our staff to work effectively. We had to upgrade our telephone system and our website to reflect new ways of working but the year showed just how important it is to plan well for the future and for different contingencies.
- Our emergency response policies had to be adapted for an emergency that extended for a prolonged time and impacted so much on staff. Focusing on their wellbeing and safety and on open and frequent internal communications, was the most effective way of ensuring continuity of services. Reacting to ever changing circumstances was difficult on staff so acknowledging the impact of COVID-19 on all aspects of their lives and work was vital and made a significant difference to staff morale.
- We needed more widespread digital expertise amongst the team, so had to make the time to learn new skills. Upskilling the organisation in this way created cohesion, shared ownership and fostered innovation that enabled us to bring new services to our beneficiaries.
- Necessity accelerated our digital development and virtual events and activities worked and, in many cases, surpassed our expectations and targets. Not all virtual fundraisers were as successful in raising income as their face to face equivalent, and not all digital services incorporated user engagement and impact planning in the way that they did before. But overall, not only did digital work, it often brought new people to our services.
- Collaboration was and remains key in the face of overwhelming challenges: joint webinars with Leukaemia Care proved that we could make ongoing service collaboration work and working with partners like Cancer52 showed that we are more likely to have a place at the table with others rather than on our own.

The year brought into stark reality the unequal impact of COVID-19 on different communities. Whilst we put digital services in place successfully, health inequalities and the impact of the digital divide showed how much work there is for us to do to reach everyone equally. We put in place our *Diversity and Inclusion framework* to give us a roadmap to ensure that no-one has to deal with their lymphoma alone and, as an organisation, we are committed to an ongoing process to make our services more accessible and inclusive.

Our future plans

Whilst we expect 2021 to continue to be dominated by COVID-19, our mission and long-term strategy still remain the same.

Our strategic aims for 2021 and beyond

We have ensured our strategy for 2021 reflects the needs of the people that we support in a world disrupted by COVID-19.

However, the themes that sit across all of our longer-term strategic goals still remain the same: increasing our impact and our reach; understanding our different communities and what role digital service delivery can play in supporting them; playing to our strengths and identifying gaps in our provision as well as being responsive to the external environment.

You can read more about our five-year strategy [*Changing how people live with lymphoma*](#) on our website.

1. Create the highest quality information so that people can understand their lymphoma
• Develop more detailed and niche information to cover more of what people need, and continue to provide up to date guidance and information which supports people through the COVID-19 pandemic. • Better understand our information reach into communities, their specific experiences and identify areas of need to increase our impact. • Strengthen and build our channels to distribute information, using consultation, collaboration and technology to increase our impact.
2. Ensure that people affected by lymphoma can access the right treatment and care that they need
• Help identify those treatment priorities, quality of life issues and behaviours which would make the biggest difference in terms of better access to treatment and care. • Support government, NHS and sector initiatives to recover cancer treatments during and after COVID-19. • Develop a range of initiatives and educational services for healthcare professionals to support them in their diagnosis and treatment for people with lymphoma. • Give people affected by lymphoma the tools, resources and confidence to have more effective communications with their healthcare professionals.

3. Ensure that people feel supported with and beyond lymphoma by others who understand what they are going through

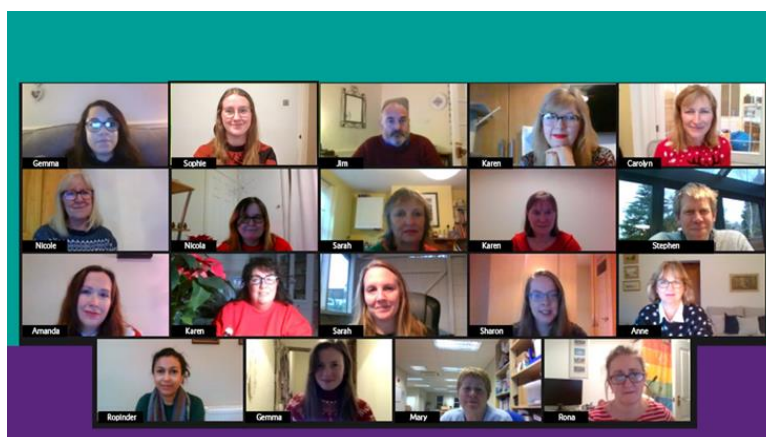
- Continue to build resilient communities of people who can support each other through digital means and/or in person (subject to COVID-19 restrictions).
- Build a volunteering community that increases the reach and breadth of our work in supporting people affected by lymphoma.
- Increase the impact of our helpline and educational services to support people to live well with and beyond their lymphoma, scoping additional needs across the patient pathway.
- Provide practical support to help people through COVID-19 and related challenges/ issues.

4. Be a voice for people affected by lymphoma in order to influence the decisions that affect them and raise awareness of lymphoma

- Collaborate with a broad spectrum of partners to amplify the voice of people affected by lymphoma.
- Ensure that lymphoma/ blood cancer is represented on a national platform.
- Develop communications and campaigns to deliver our message to a wide and diverse audience.
- Advocate for lymphoma patients in cancer services restoration and recovery and for support throughout COVID-19.

5. Have the most effective resources so that we are sustainable and can deliver impactful services

- Implement our People Strategy to support our staff and their wellbeing.
- Implement our Diversity and Inclusion Framework.
- Implement our new Premises Strategy.
- Be financially strong and strategically resilient for longer-term sustainability.
- Develop our infrastructure, and implement our combined ICT and Digital Strategy.





Governance, structure and management

Constitution

Lymphoma Action is incorporated as a charitable company limited by guarantee and is a registered charity in England and Wales, and in Scotland. It is governed by its Memorandum and Articles of Association, and the work, management, finances and strategy of the Charity are overseen by a Board of Trustees, who are also the Company Directors. The Trustees who held office during the financial year and at the date of the report are set out on page 49.

A minimum of four Trustees and a maximum of eleven Trustees in office at any one time are required by the Articles of Association. At every Annual General Meeting (AGM) four Trustees retire by rotation, but are eligible for re-election. There is no restriction on the term of tenure as a Trustee. Trustees do not receive remuneration for their duties.

Purpose

The Charity's purposes are set out in its Memorandum of Association:

- The relief of suffering of persons affected by lymphoma and other blood cancers by providing information, psychological support and treatment.
- The promotion, funding and publication of research into lymphomas and other blood cancers, including the causes, the treatments and treatment outcomes.
- Activities to raise the awareness of lymphoma and other blood cancers, to encourage the allocation of resources to their treatment and research and to allow more people to access Lymphoma Action's services.

Public benefit

We **inform** people by providing the information and literature they need to understand the complexities of their type of cancer and the different treatment options.

We **support** anyone affected with our confidential phone and LiveChat support line, and education/training events.

We **connect** people to the best resources available and to others who understand what they are going through, including through our Buddy Service and Support Group meetings.

A diagnosis of lymphoma changes lives, whether someone is diagnosed themselves or caring for a loved one. We are often the first point of contact and continue to be there for people throughout their lymphoma journey. Despite being the fifth most common cancer, many people know very little about lymphoma. Therefore, as well as providing information and support services, we represent the interests and voice of people affected by lymphoma in areas of policy and raise awareness of lymphoma as a blood cancer.

The Trustees review the aims, objectives and activities of the Charity each year. This report looks at what the Charity has achieved and the outcomes of its work in the reporting period. The Trustees report the success of each key activity and the benefits the Charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the Charity's aims, objectives and activities remained focused on its stated purposes.

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

Board and management operations and structure

Board of Trustees

The Board of Trustees meets four times a year to review the organisation's work, finances and services, and to agree the strategic goals for the Charity. The Chief Executive and Senior Management Team (SMT) attend all meetings. The Board also reviews its own operation, effectiveness and governance on an annual basis and every year there is a Trustee/SMT Away Day.

A Finance Committee, comprising three Trustees, including the Chair of the Board and the Treasurer, has specific responsibility for overseeing and reviewing the organisation's financial operation. It usually meets four times a year, with the Chief Executive, the Director of Finance and the Director of Fundraising and Communications in attendance. However, during the course of 2020, the Finance Committee met monthly from May due to the impact of COVID on our finances.

In addition, a Remuneration Committee, comprising three Trustees, including the Chair of the Board, the Treasurer and one other Trustee (preferably with HR expertise), meets once a year to make recommendations on setting salary levels and to review the Chief Executive's salary.

Recruitment and appointment of new Trustees

An annual review of the recruitment needs of the Board of Trustees is carried out under the leadership of the Chair, including a skills audit of the current knowledge, experience, skills and abilities and how they will be affected by any Trustee departures in the future. Any Trustee vacancies are advertised nationally and via relevant professional and organisational networks, depending upon the expertise and specialisms required.

Applicants are shortlisted against the criteria in the person specification for the role of Trustee, including any specific qualities highlighted during the above audit. Shortlisted applicants are invited for interview by at least two Trustees, one of whom will be the Chair. Shortlisted applicants are only appointed where they have the necessary skills and qualities to contribute effectively to the Charity's management and development.

The Charity aims to have the following represented on the Board of Trustees in terms of personal knowledge or experience: lymphoma (directly or indirectly); medical or clinical practice; financial management or investment (with preferably a recognised accountancy or auditing qualification); legal and governance; fundraising; strategic planning, human resources; public relations; media and communications; lobbying and campaigning; sales or marketing; NHS and/or cancer policy; change management; digital / information technology; monitoring and evaluating performance.

All new Trustees receive a comprehensive induction, which includes detailed information about the Charity, including its Memorandum and Articles, accounts, financial reports and minutes of previous Trustees' meetings. In addition, Trustees attend an induction process, where they are briefed by the Chief Executive and key staff members on all aspects of the Charity's operations, staffing and organisational management.

Under the Charity's Diversity and Inclusion Framework the Board of Trustees is committed to ensuring that the Charity's leadership better reflects the communities that we are here to serve. This manifests itself in a commitment to an ongoing review of the Trustee recruitment process so that there is diversity of thought and experience reflected on the Charity's Board.

Management and organisation

Day-to-day operation of the Charity, and strategy implementation, is delegated to the Chief Executive, with the support of the Senior Management Team (SMT).

The Senior Management Team is comprised of:

Chief Executive	Ropinder Gill
Director of Operations and External Affairs	Stephen Scowcroft
Director of Finance	Jim Howson
Director of Fundraising and Communications	Karen Rabjohn

Related parties

The only related parties are considered to be the Trustees and those connected with the Trustees including their close family, business and other charity interests. There have been no transactions with related parties, other than the reimbursement of any reasonable expenses for the purposes of attendance at Board meetings and other relevant organisational activities.

Risk assessment and management

Lymphoma Action has an overall risk appetite statement for the Charity as well as risk appetite statements covering each of the seven Board level risks. These set out the context of the risk, looking at the risks we may or may not be willing to take. They also consider the upside of taking appropriate risks as well as the emerging issues that require escalation.

2020 tested our risk management processes like no other year. As soon as the impact of COVID-19 started to become apparent the risk register was reviewed with a number of risks increasing as expected – most notably the financial risk to the Charity and the risk to people, although every area was affected from governance to ICT security. As is our usual process a number of resolving action plans were put in place to help us address the challenges.

We managed risk by being responsive, collaborating with others and learning new ways of doing things. We mitigated the risks to our services and reputation by moving services online; agreeing messaging with experts and partners for consistency and focusing on our staff welfare and safety.

We managed the risk to our finances through even closer financial monitoring; by developing a number of financial modelling scenarios to consider; controlling expenditure and maximising our potential to benefit from emergency funding streams and government support.

Overall risk appetite statement

The Board is responsible for setting and monitoring risk appetite, balancing our need to be sustainable with our desire to meet our strategic objectives. We understand that taking risks, when well assessed and managed, is healthy - often leading to innovation,

improvement and growth and that, when taking risks, we must do so in an open and transparent way.

We also understand that risks fluctuate and it is important to monitor and report on risk in order to be the most effective that we can be. Lymphoma Action operates a dynamic approach to risk assessment with each of the seven Board level risks 'owned' by a senior manager and actively managed. A risk matrix, showing all the risks relative to each other, is regularly reviewed so that Trustees are satisfied that major risks have been accurately identified and that measures for managing those risks are in place. The Board approach to, and appetite for risk, is summarised in the risk appetite statements relating to each of the Board level risks.

Top level risks and their measures and controls

Top-level risks	Measures and controls
Services strategy Lack of coherent and effective strategy around service delivery to drive impact and/or reduced quality of services	• Long-term strategy in place with KPIs and business planning/strategy processes and cycles. • Groups to provide advice e.g. Medical Advisory Panel, Insights Panel. • Effective Board decision making and governance processes. • COVID-19 mitigation plan in place including move to digital services; information gathering from partners and official sources and scenario planning.
Financial Significant drop in fundraised income of more than £50k in one or more major income streams/failure to meet income and expenditure targets, which affects net income, Charity reserves and ability to deliver strategic goals	• Diversified income streams and income generating strategies, mapping risks and assumptions. • Robust reserves policy. • Internal and external monitoring mechanisms e.g. market trends, management accounts. • Robust budget setting process with finance committee in place. • COVID-19 mitigation plan with financial modelling scenarios and short and medium action plans.
People Failure to recruit or retain the required skills and talent to deliver our strategy; the negative impact of COVID on the health and wellbeing of our staff; and a lack of diversity and inclusion, all of which impact on our ability to effectively deliver our strategy and services	• Competitive pay and benefits for staff. • Staff and volunteer surveys. • Robust policies and procedures. • Remuneration Committee in place. • People strategy in place and a Diversity and Inclusion Framework. • Internal communications processes. • COVID-19 mitigation actions including development of safe working practices; focus on wellbeing of staff and supporting them to work from home.
Reputation Reputational risk which impacts on financial sustainability and ability of the Charity to continue its services due to incidents or	• Preventative policies and procedures, including conflicts of interest and whistleblowing. • Monitoring of feedback, complaints, incidents. • Mechanisms to detect, investigate, report and respond on issues.

events which damage or negatively impact the Charity's reputation or operations (e.g. policy position, non-compliance, security, major incidents and catastrophes, inappropriate support or poor information provision)	• Support from experts e.g. Medical Advisory Panel and new Insights Panel. • Public and professional liability insurance in place. • Member of the Fundraising Regulator. • Media training and crisis communications policy in place. • Monitoring of COVID-19 risks and provision of evidence and consensus-based information on COVID-19.
Systems and facilities Inadequate, antiquated or prone to failure which will impact on our ability to provide services or raise income	• ICT and Digital Strategy in place including COVID-19 mitigation in 2020 with new telephony system and more cloud based systems. • Office/lease management and maintenance plan. • Premises Strategy in place. • Emergency response policy and procedures in place.
Data and Information Security Accidental or malicious loss of personal data or confidential information	• DPO and data protection policy in place. • GDPR risk register, robust documents and procedures in place. • Training for staff and volunteers. • 2 factor authentication and security measures across our IT systems. • Cyber Essentials security certificate. • COVID-19 mitigation plans in place including drafting of new guidance and policies around safe remote working.
Governance Inadequate governance and/or financial controls (leading to possibility of fraud) or non-compliance to legislation or regulation, leading to unbudgeted losses, reputational loss, cashflow problems and/or lack of compliance with statutory requirements	• Effective HR provision in place. • Policies and procedures including effective emergency response policy and procedures. • Reviews against financial regulations in place. • Quorate number of Trustees on the Board with varied experience and expertise. • Adhere to guidance from the Charity Commission. • Appropriate insurance cover and measures.

Remuneration policy

The Board of Trustees formally approved a remuneration policy in February 2016 which was reviewed in November 2020 and can be summarised as follows:

Lymphoma Action is committed to ensuring that we pay our staff fairly and in a way that ensures we attract and retain the right skills to have the greatest impact in delivering our charitable objectives. We also recognise that pay is part of a wider employment offer to staff, which includes, amongst others, satisfaction of working for a charity, personal development, good working practices and a range of other benefits.

To ensure we pay a fair salary that is competitive within the charitable sector, we monitor sector pay levels using a benchmarked market pay system. We also ensure that pay is proportionate to the complexity of each role, in line with our organisational objectives and without discrimination on grounds of protected characteristics as set out in the Equality Act 2010.

As set out in detail in the full policy, Lymphoma Action aims to provide remuneration which:

- Rewards staff with pay in line with the market rate for the charitable sector for the contribution they make.
- Is affordable and appropriate to the income, size and nature of Lymphoma Action as a charity.
- Takes account of the skills, knowledge and experience required of staff.
- Reflects the values of Lymphoma Action and its general needs and reputation.
- Takes into account the current strategic plans and business needs and/or future needs.
- Upholds a maximum remuneration ratio of 3:1 between its highest paid member of staff and the median salary level.
- Is fair and transparent.
- Always meets our statutory obligations on national minimum pay rates.

A review of salaries normally takes place annually in March/April to take effect from the January before and, if changes are to be made, staff will be advised in writing of the amount and the date from which it takes effect.

A salary review does not imply an increase and in making any pay award the review will be based on the organisation's financial health. The remuneration policy is reviewed annually, and a Remuneration Committee oversees its application, providing advice to the full Board. The Board of Trustees is committed to including the following information within its annual statutory accounts the following:

- A summary statement of the organisation's remuneration policy and approach to senior executive pay.
- Disclosure of the number of staff in receipt of more than £60,000 per annum (in bands of £10,000), and the collective total benefits (including pension payments) paid to "key management personnel" (which we have defined as the Senior Management Team), in line with the accounting Statement of Recommended Practice 2015 for charities. Given the organisation's size, the Board of Trustees does not believe it is appropriate to disclose the actual/personal salary of any individual member of staff, including senior executives, to the public.
- Disclosure of pensions and other staff benefits.

Our approach to fundraising



We uphold the highest standards in how we communicate with supporters and ensure that our fundraising practices meet the requirements of the recommended Codes of Practice. We are registered with the Fundraising Regulator, which maintains the standards for charitable fundraising and we ensure that our fundraising is respectful, open, honest and accountable to the public. Key aspects of our approach to fundraising:

- Our [fundraising promise](#) outlines our commitment to high standards and our fundraising approach is in keeping with the Charity's governing objectives.
- We have a complaints policy, which sets out the process and outlines our commitment to resolving fundraising complaints as promptly and amicably as possible. In 2020 we handled seven complaints across the organisation, three of which related to fundraising activity. All these complaints were dealt with in line with our complaints policy with Trustees updated on a quarterly basis on complaints. As per our policy, complaints will be reported and referred to the Fundraising Regulator if a resolution cannot be reached.
- We do *not* carry out any telephone, face-to-face or door-to-door fundraising.
- We do *not* use third party agencies to make fundraising asks, although we do use them for fulfilment purposes, e.g. processing direct debits or distribution of fundraising direct mail. In such situations, legal agreements are in place. In no other circumstance do we swap or share data and we never sell data.
- All fundraising activity complies with EU General Data Protection Regulation (GDPR) introduced in May 2018.
- Promotional goods sent out for fundraising purposes and use of our logo on external fundraising materials is subject to approval. Official stationery such as our letterhead is never sent out for external use.
- The Board of Trustees has a member with senior fundraising expertise who provides additional assistance, advice and reassurance on our fundraising delivery.
- We hold a full gambling licence issued by the Gambling Commission (Operating Licence Number: 000-052725-N-329568-001) and adhere to its rules and regulations, including membership to a third-party consumer dispute agency, ADRg Consumer Dispute Scheme which ensures Lymphoma Action is compliant with The Alternative Dispute Resolution for Consumer Disputes Regulations 2015.
- We have an *Ethical Policy on the Acceptance and Refusal of Donations* which states that we will do our utmost to solicit and accept funds with the presumption that donations are given in good faith and that refusal must be only on the strongest grounds. The policy sets out the clear parameters in which donations can and should be refused and how the Charity goes about making such decisions.
- We have a [policy for working with healthcare and pharmaceutical companies](#) – which states that no more than 20% of our income can come from these companies and there is a cap of £50k per company. Acceptance of donations does not mean that we endorse their products and under no circumstances can these companies influence our strategic direction, activities or the content of our information and support.
- In 2020 we received [funding from the following healthcare and pharmaceutical companies](#): Gilead £41,339; AbbVie Ltd £23,885; AstraZeneca £37,000; Kyowa Kirin £14,000; Bristol Myers Squibb £35,000; Roche £20,000; Takeda £32,000; Janssen £45,000; Novartis £17,723; Recordati Rare Diseases UK £5,000



Financial review

Financial overview and review

In 2020 our income was £1,722,280, down by just over 6% or £112,693 on last year's £1,834,973. This reduction of 6% was much more positive than the forecast reduction due to COVID-19 that we expected earlier in the year.

A number of factors contributed to our better than expected performance: a conservative original budget for 2020; strong engagement and performance on individual lines; persuasive and targeted applications for emergency funding (especially in the Trusts and Grants line); responsive communications and an unexpected legacy windfall in December all helped us to offset some of the significant reduction on the Community and Challenge Events income lines.

This was a great achievement involving every member of the Lymphoma Action Team and is testament to the hard work and cohesion across the organisation which enabled us to demonstrate our impact to funders.

Expenditure decreased to £1,392,738, down by £127,728 from last year's £1,520,466 reflecting significant controlling of costs across a whole range of activities. Staff costs, whilst they were lower than the annual budgeted target (due to the freezing of some vacancies), were higher than 2019 due to maternity leave cover, which increased headcount.

Whilst overall there was a reduction in information and support costs, publications and ICT costs increased to reflect an investment in digital support and investment in the website (part-funded through a restricted grant). Whilst some central costs such as travel and related staff expenditure decreased, finance, HR and IT costs increased slightly.

At 31 December 2020 the net assets of the Charity were £1,196,117 (2019: £866,578), comprising £1,036,426 in uncommitted unrestricted funds (2019: £717,069) and £116,920 in designated unrestricted funds (2019: £116,276). We had an excess of income over expenditure of £329,542 which we expect to help us shore up a more difficult 2021 in which there is expected to be significantly less emergency funding.

Our reserves policy

In 2019 we reviewed our Reserves Policy in line with best practice guidance to better build a resilience within the finances of the Charity. By developing an intelligent reserves policy (with a clear understanding of income and expenditure), we could more effectively consider financial risk. Our policy identifies three elements of reserve:

- Known liabilities and contingencies i.e. wind-down costs based on the costs of closing down the Charity.
- Provision to absorb setback i.e. predominantly related to income-based risk.
- A strategic development reserve, subject to funds being available which can be designated for development or to take advantage of emerging opportunities.

The reserves are reviewed in line with this policy annually at budget setting time and in time for the new financial year. Notwithstanding this, the reserves amount is calculable at any point of the year if required. Lymphoma Action will continue to express the reserves amount in 'months expenditure' for the purposes of external communications and will consider and recalculate the reserves level should it fall under what would be deemed three months of expenditure. At 31 December 2020 we held £1,036,426 as free reserves (2019: £717,069) representing 10.8 months of unrestricted annual expenditure not met from designated reserves.

Statement of Trustees' responsibilities

The format and content of the report and financial statements comply with the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP 2019) issued October 2019, applicable accounting standards, the Charities Act 2011 and the Companies Act 2006.

Company law requires the Trustees, as Directors of the Charitable Company, to prepare financial statements for each financial period which give a true and fair view of the state of the affairs of the Charitable Company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial period. In preparing those financial statements, the Trustees follow best practice and:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles of the charity SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the company will continue on that basis.

The Trustees are responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the Charitable Company and to enable them to ensure that the financial statements comply with the Charities Act 2011 and the Companies Act 2006.

The Trustees are also responsible for safeguarding the assets of the Charitable Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to the Auditor

In accordance with company law, as the Company's Trustees, we certify that:

- So far as we are aware, there is no relevant audit information of which the Company's Auditor is unaware.
- So far as we are aware, we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the Auditor is aware of that information.

Auditor

The Auditor, Sayer Vincent LLP, have signified their willingness to continue in office. A resolution to re-appoint them as Auditor will be proposed at the forthcoming annual general meeting.

Financial statements are published on Lymphoma Action's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions.

The maintenance and integrity of Lymphoma Action's website is the responsibility of the Trustees. The Trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

The Trustees have prepared this report in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

Signed by Gordon Johns, chair, on behalf of the Trustees of Lymphoma Action

Gordon Johns

Date 10 May 2021

Chair

Independent auditor's report to the members of Lymphoma Action

Opinion

We have audited the financial statements of Lymphoma Action (the 'charitable company') for the year ended 31 December 2020 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice). In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 December 2020 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended)

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report has been prepared in accordance with applicable legal requirements

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

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

in preparing the trustees' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management and the audit and risk committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;

- Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
 - We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
 - We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
 - We reviewed any reports made to regulators.
 - We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
 - We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
 - In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose.

To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Jonathan Orchard (Senior statutory auditor)

18 May 2021

for and on behalf of Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Lymphoma Action

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 December 2020

	Note	Unrestricted £	Restricted £	2020 Total £	Unrestricted £	Restricted £	2019 Total £
Income from:							
Donations and legacies	2	1,157,982	254,177	1,412,159	1,075,885	340,308	1,416,193
Charitable activities	3	27,535	–	27,535	49,488	–	49,488
Other trading activities	4	281,632	–	281,632	368,068	–	368,068
Investments	5	954	–	954	1,224	–	1,224
Total income		1,468,103	254,177	1,722,280	1,494,665	340,308	1,834,973
Expenditure on:							
Raising funds	6	427,721	–	427,721	488,630	–	488,630
Charitable activities							
Publication production & distribution, information and raising awareness	6	375,134	49,780	424,914	315,687	79,987	395,674
Support for people affected by lymphoma	6	290,470	137,879	428,349	204,623	262,713	467,336
Education and training	6	54,777	56,977	111,754	111,467	57,359	168,826
Total expenditure		1,148,102	244,636	1,392,738	1,120,407	400,059	1,520,466
Net income / (expenditure) before net gains / (losses) on investments		320,001	9,541	329,542	374,258	(59,751)	314,507
Net gains / (losses) on investments	13	–	–	–	–	–	–
Net movement in funds		320,001	9,541	329,542	374,258	(59,751)	314,507
Reconciliation of funds:							
Total funds brought forward		833,345	33,231	866,576	459,087	92,982	552,069
Total funds carried forward		1,153,346	42,772	1,196,117	833,345	33,231	866,576

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 19 to the financial statements.

Lymphoma Action

Balance sheet

Company no. 03518755

As at 31 December 2020

	Note	£	2020 £	£	2019 £
Fixed assets:					
Tangible assets	12		28,471		37,050
Investments	13		–		–
			<u>28,471</u>		<u>37,050</u>
Current assets:					
Stock	14	6,814		8,379	
Debtors	15	135,099		118,947	
Cash at bank and in hand		1,179,167		820,414	
		<u>1,321,080</u>		<u>947,740</u>	
Liabilities:					
Creditors: amounts falling due within one year	16	(153,434)		(118,214)	
				<u></u>	
Net current assets			<u>1,167,646</u>		<u>829,526</u>
Net assets	18		<u>1,196,117</u>		<u>866,576</u>
The funds of the charity:	19				
Restricted income funds			42,771		33,231
Unrestricted income funds:					
Designated funds		116,920		116,276	
General funds		1,036,426		717,069	
		<u></u>		<u></u>	
Total unrestricted funds			<u>1,153,346</u>		<u>833,345</u>
Total charity funds			<u>1,196,117</u>		<u>866,576</u>

Approved by the trustees on 10 May 2021 and signed on their behalf by

Gordon Johns
Chairman

Lymphoma Action

Statement of cash flows

For the year ended 31 December 2020

	Note	2020 £	£	2019 £	£
Cash flows from operating activities					
Net income / (expenditure) for the reporting period (as per the statement of financial activities)		329,542		314,507	
Depreciation charges		14,327		6,967	
(Gains)/losses on investments		–		–	
Interest from investments		(954)		(1,224)	
(Increase) Decrease in stocks		1,565		(6,341)	
Decrease / (Increase) in debtors		(16,154)		2,797	
Increase/(decrease) in creditors		35,220		37,702	
Net cash (used in) operating activities		363,546		354,408	
Cash flows from investing activities:					
Dividends, interest and rents from investments		954		1,224	
Purchase of fixed assets		(5,747)		(33,115)	
Proceeds from sale of investments		–		–	
Net cash provided by investing activities		(4,793)		(31,891)	
Change in cash and cash equivalents in the year		358,753		322,517	
Cash and cash equivalents at the beginning of the year		820,414		497,897	
Cash and cash equivalents at the end of the year		1,179,167		820,414	

1 Accounting policies

a) Statutory information

Lymphoma Action is a charitable company limited by guarantee and is incorporated in England, Wales, and Scotland.

The registered office address is 3 Cromwell Court, New Street, Aylesbury, HP20 2PB.

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (March 2018) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

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

d) Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. We have free reserves in excess of ten months of unrestricted expenditure which provides the capacity to respond to changing circumstances.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

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

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

1 Accounting policies (continued)

f) Donations of gifts, services and facilities

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

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

g) Interest receivable

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

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of publication production, information and raising awareness, support for people affected by lymphoma, and training and other educational activities undertaken to further the purposes of the charity and their associated support costs

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on a per capita basis.

Governance costs, comprising the audit fee, trustees' expenses and indemnity insurance, and the cost of recruiting new trustees, are apportioned on a per capita basis.

k) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

1 Accounting policies (continued)

l) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

Where fixed assets have been revalued, any excess between the revalued amount and the historic cost of the asset will be shown as a revaluation reserve in the balance sheet.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

▪ Property improvements	10 years
▪ Computer systems	3 years
▪ Furniture and equipment	5 years

m) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading "Net gains/(losses) on investments" in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

n) Stocks

Stocks are stated at the lower of cost and net realisable value. In general, cost is determined on a first in first out basis and includes transport and handling costs. Net realisable value is the price at which stocks can be sold in the normal course of business after allowing for the costs of realisation. Provision is made where necessary for obsolete, slow moving and defective stocks.

o) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

p) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

q) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

r) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

s) Pensions

Contributions payable to the company's pension scheme are charged to the statement of financial activities in the period to which they relate.

2 Income from donations and legacies

	Unrestricted £	Restricted £	2020 Total £	Unrestricted £	Restricted £	2019 Total £
Fundraising and individual giving	415,397	30,000	445,397	520,758	–	520,758
In memoriam	107,715	–	107,715	105,373	–	105,373
Trusts and companies	215,493	224,177	439,670	91,754	229,414	321,168
Big Lottery Fund	100,000	–	100,000	–	110,894	110,894
HMRC JRS Grant	35,017	–	35,017	–	–	–
Gift aid	108,246	–	108,246	93,047	–	93,047
Legacies	176,114	–	176,114	264,953	–	264,953
	1,157,982	254,177	1,412,159	1,075,885	340,308	1,416,193

3 Income from charitable activities

	Unrestricted £	Restricted £	2020 Total £	Unrestricted £	Restricted £	2019 Total £
Education and training	27,535	–	27,535	49,488	–	49,488
	27,535	–	27,535	49,488	–	49,488

4 Income from other trading activities

	Unrestricted £	Restricted £	2020 Total £	Unrestricted £	Restricted £	2019 Total £
Challenge events	256,846	–	256,846	337,619	–	337,619
Trading income	24,786	–	24,786	30,449	–	30,449
	281,632	–	281,632	368,068	–	368,068

5 Income from investments

	Unrestricted £	Restricted £	2020 Total £	Unrestricted £	Restricted £	2019 Total £
Bank interest	954	–	954	1,224	–	1,224
Investment income	–	–	–	–	–	–
	954	–	954	1,224	–	1,224

6a Analysis of expenditure (current year)

	Cost of raising funds		Charitable activities						
	Generating donation and legacies £	Costs of activities for generating funds £	Publication production & distribution, information and raising awareness £	Support for people affected by lymphoma £	Education and training £	Governance costs £	Support costs £	2020 Total £	2019 Total £
Staff costs (Note 8)	219,302	27,591	222,648	272,015	69,687	31,592	119,085	961,920	944,425
Direct costs									
Generating donations and legacies	44,483	–	–	–	–	–	–	44,483	63,874
Challenge event fees	–	3,578	–	–	–	–	–	3,578	42,874
Merchandise and other costs	–	18,377	–	–	–	–	–	18,377	16,141
Publications	–	–	52,341	–	–	–	–	52,341	66,465
Raising awareness and website	–	–	51,697	–	–	–	–	51,697	39,593
Helpline and support services	–	–	–	35,024	–	–	–	35,024	37,579
Regional and international activities	–	–	–	3,199	–	–	–	3,199	11,557
Workshop, conference and events	–	–	–	–	11,620	–	–	11,620	77,585
	44,483	21,955	104,038	38,223	11,620	–	–	220,319	355,668
Support costs									
Finance, HR & IT	–	–	–	–	–	–	93,744	93,744	86,598
Premises	–	–	–	–	–	–	42,222	42,222	67,114
Stationery, post, phone, equipment and sundry	–	–	–	–	–	–	48,454	48,454	47,033
Depreciation	–	–	–	–	–	–	14,327	14,327	6,967
Governance	–	–	–	–	–	11,751	–	11,751	12,661
	263,785	49,546	326,686	310,238	81,307	43,343	317,832	1,392,737	1,520,466
Support costs	92,029	8,634	86,439	103,937	26,793	–	(317,832)	–	–
Governance costs	12,550	1,177	11,788	14,174	3,654	(43,343)	–	–	–
Total expenditure 2020	368,364	59,357	424,913	428,349	111,754	–	–	1,392,737	1,520,466

Lymphoma Action

Notes to the financial statements

For the year ended 31 December 2020

6b Analysis of expenditure (prior year)

	Cost of raising funds		Charitable activities					
	Generating donation and legacies £	Costs of activities for generating funds £	Publication production & distribution, information and raising awareness £	Support for people affected by lymphoma £	Education and training £	Governance costs £	Support costs £	2019 Total £
Staff costs (Note 8)	210,517	26,968	194,724	286,577	58,882	20,650	146,107	944,423
Direct costs								
Generating donations and legacies	63,874	-	-	-	-	-	-	63,874
Challenge event fees	-	42,874	-	-	-	-	-	42,874
Merchandise and other costs	-	16,141	-	-	-	-	-	16,141
Publications	-	-	66,465	-	-	-	-	66,465
Raising awareness and website	-	-	39,593	-	-	-	-	39,593
Helpline and support services	-	-	-	37,579	-	-	-	37,579
Regional and international	-	-	-	11,557	-	-	-	11,557
Workshop, conference and events	-	-	-	-	77,585	-	-	77,585
	63,874	59,015	106,058	49,136	77,585	-	-	355,668
Support costs								
Finance, HR & IT	-	-	-	-	-	-	86,598	86,598
Premises	-	-	-	-	-	-	67,114	67,114
Stationery, post, phone, equipment	-	-	-	-	-	-	47,033	47,033
Depreciation	-	-	-	-	-	-	6,967	6,967
Governance	-	-	-	-	-	12,661	-	12,661
	274,391	85,983	300,782	335,713	136,467	33,311	353,819	1,520,466
Support costs	100,641	16,646	86,685	120,148	29,699	-	-	-
Governance costs	9,478	1,491	8,207	11,475	2,660	(33,311)	-	-
Total expenditure 2019	384,510	104,120	395,674	467,336	168,826	-	-	1,520,466

Notes to the financial statements

For the year ended 31 December 2020

7 Net income / (expenditure) for the year

This is stated after charging:

	2020 £	2019 £
Depreciation	14,327	6,967
Operating lease rentals payable:		
Property	28,535	28,982
Other	4,383	5,156
Auditor's remuneration (excluding VAT):		
Audit	7,500	7,300
	<u>146,752</u>	<u>44,412</u>

8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2020 £	2019 £
Salaries and wages	828,403	806,958
Redundancy and termination costs	–	12,000
Social security costs	74,291	70,896
Employer's contribution to defined contribution pension schemes	47,605	45,547
Income protection and life assurance	11,621	9,024
	<u>961,920</u>	<u>944,425</u>

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2020 No.	2019 No.
£70,000 – £79,999	1	1

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £253,232 (2019: £247,416) in relation to four key management posts.

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2019: £nil). No charity trustee received payment for professional or other services supplied to the charity (2019: £nil).

Trustees' expenses represent the payment or reimbursement of travel and subsistence costs totalling £158 (2019: £1,984) incurred by 2 (2019: 6) members relating to attendance at meetings of the trustees.

During the year trustee liability insurance was obtained for £2,594 (2019: £1,831)

Notes to the financial statements

For the year ended 31 December 2020

9 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 31 (2019: 30).

Staff are split across the activities of the charity as follows (head count basis):

	2020 No.	2019 No.
Raising funds	9	9
Charitable activities	17	16
Support staff	5	5
	<u>31</u>	<u>30</u>

10 Related party transactions

There are no related party transactions to disclose for 2020 (2019: none).

11 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

12 Tangible fixed assets

	Property improvements £	Computer equipment £	Furniture & equipment £	Total £
Cost				
At the start of the year	4,457	46,570	10,208	61,235
Disposals in year	–	–	–	–
Additions in year	–	5,747	–	5,747
At the end of the year	<u>4,457</u>	<u>52,317</u>	<u>10,208</u>	<u>66,982</u>
Depreciation				
At the start of the year	4,457	10,294	9,434	24,185
Disposed of in year	–	–	–	–
Charge for the year	–	13,847	480	14,327
At the end of the year	<u>4,457</u>	<u>24,141</u>	<u>9,914</u>	<u>38,512</u>
Net book value				
At the end of the year	<u>–</u>	<u>28,177</u>	<u>294</u>	<u>28,471</u>
At the start of the year	<u>–</u>	<u>36,277</u>	<u>774</u>	<u>37,051</u>

All of the above assets are used for charitable purposes.

13 Stock

	2020 £	2019 £
Goods for resale	6,814	8,379
	<u>6,814</u>	<u>8,379</u>

14 Debtors

	2020 £	2019 £
Income tax receivable	27,688	16,303
Prepayments	102,588	94,749
Accrued income	4,823	7,895
	135,099	118,947

15 Creditors: amounts falling due within one year

	2020 £	2019 £
Trade creditors	45,663	50,196
Taxation and social security	14,024	18,996
Accruals	9,000	9,489
Deferred income (note 16)	84,747	39,533
	153,434	118,214

16 Deferred income

Deferred income comprises income received in advance for events, including entry deposits and sponsorships for individuals undertaking challenge events.

	2020 £	2019 £
Balance at the beginning of the year	39,533	16,918
Amount released to income in the year	(10,199)	(16,310)
Amount deferred in the year	55,413	38,925
	84,747	39,533

17a Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	–	28,177	294	28,471
Net current assets	1,036,427	88,745	42,477	1,167,649
Net assets at 31 December 2020	1,036,427	116,922	42,771	1,196,120

17b Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	–	36,276	774	37,050
Net current assets	717,069	80,000	32,457	829,526
Net assets at 31 December 2019	717,069	116,276	33,231	866,576

18a Movements in funds (current year)

	At 1 January 2020 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2020 £
Restricted funds:					
Information and publications					
Publications	–	49,300	(49,300)	–	–
Webinar equipment	774	–	(480)	–	294
Support for people affected by lymphoma					
Counselling/psychological support	3,200	–	–	–	3,200
Information & support, including helpline, buddy scheme & support groups	–	124,900	(97,647)	–	27,253
Live Your Life – Big Lottery Fund	17,232	–	(17,232)	–	–
Live Your Life – other	–	23,000	(23,000)	–	–
Research	12,024	–	–	–	12,024
Regional Development	–	–	–	–	–
Education and training					
Events and activities	–	56,977	(56,977)	–	–
Total restricted funds	33,231	254,177	(244,636)	–	42,771
Unrestricted funds:					
Designated funds:					
Unplanned information products					
Facebook settlement fund	–	–	–	8,745	8,745
Legacy fluctuation fund	30,000	–	–	–	30,000
Premises fund	50,000	–	–	–	50,000
Value of functional assets net of restricted funds	36,276	–	(13,847)	5,746	28,175
Total designated funds	116,276	–	(13,847)	14,491	116,920
General funds	717,069	1,468,103	(1,134,255)	(14,491)	1,036,426
Total unrestricted funds	833,345	1,468,103	(1,148,102)	–	1,153,346
Total funds	866,576	1,722,280	(1,392,738)	–	1,196,117

The narrative to explain the purpose of each fund is given at the foot of the note below.

18b Movements in funds (prior year)

	At 1 January 2019 £	Income & gains £	Expenditure & losses £	Transfers £	At 1 January 2020 £
Restricted funds:					
Information and publications					
Publications	–	79,507	(79,507)	–	–
Webinar equipment	1,254	–	(480)	–	774
Support for people affected by lymphoma					
Counselling/psychological support	3,200	–	–	–	3,200
Information & support, including helpline, buddy scheme & support groups	–	81,148	(81,148)	–	–
Live Your Life – Big Lottery Fund	–	110,894	(93,662)	–	17,232
Live Your Life – other	23,764	11,400	(35,164)	–	–
Research	12,024	–	–	–	12,024
Regional Development	52,739	–	(52,739)	–	–
Education and training					
Events and activities		57,359	(57,359)	–	–
Total restricted funds	92,982	340,308	(400,059)	–	33,231
Unrestricted funds:					
Designated funds:					
Unplanned information products	10,000	–	–	(10,000)	–
Legacy fluctuation fund	–	–	–	30,000	30,000
Premises fund	–	–	–	50,000	50,000
Value of functional assets net of restricted funds	9,647	–	(6,487)	33,116	36,276
Total designated funds	19,647	–	(6,487)	103,116	116,276
General funds	439,440	1,494,665	(1,113,920)	(103,116)	717,069
Total unrestricted funds	459,087	1,494,665	(1,120,407)	–	833,345
Total funds	552,069	1,834,973	(1,520,466)	–	866,576

The narrative to explain the purpose of each fund is given at the foot of the note below.

Purposes of restricted funds

Information and publications

Lymphoma nurse educational resource

We have continued to develop a combination of online resources through videos in conjunction with our education and training programme and make these available to participants of our National Lymphoma Training Programme. We have piloted these resources being available to a wider audience and this will continue on our website in 2021.

Publications

Grants to fund information booklets from our award-winning range about lymphomas and their treatment (all of which are accredited with the Department of Health's Information Standard).

Support for people affected by lymphoma

Counselling / psychological support

Grants towards a counselling psychological support service for people affected by lymphoma, helping them to come to terms with a diagnosis and deal with distress, anxiety and depression.

Information and support, including helpline, buddy scheme and support groups

Grants received towards our information and support services. These include our helpline (telephone, email and live chat enquiries from people worried about or needing information on lymphoma), buddy scheme (putting people in touch with others going through a similar experience) and a network of support groups across the UK (where patients, relatives and friends can meet on a regular basis to learn from each other and give mutual support).

Live Your Life – Big Lottery Fund

Funds received as part of a three-year grant totalling £318,000 from the Big Lottery Fund to launch an education and support programme for people returning to a 'new normal' after treatment has finished and for those on a 'watch and wait' regime.

Live Your Life – other

Grants and donations for Live Your Life work other than that funded by the Big Lottery Fund

Research

Funds received and carried over for research into lymphoma and the lives of those affected by lymphoma, work to scope activity has taken place in 2018, which we expect to launch in 2021.

Regional Development

A significant grant to develop our regional structure and significantly extend our organisational reach.

Education and training

Education and training events and activities

Events for healthcare professionals are held throughout the year

Purposes of designated funds

The legacy fluctuation fund is set aside to offset any lower than expected legacy income.

The premises fund is created to cover potential costs of relocation and or refurbishment when the current lease expires.

The unplanned information products fund was held to cover unplanned publishing costs.

19 Operating lease commitments payable as a lessee

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	Property 2020 £	2019 £	Equipment 2020 £	2019 £
Less than one year	29,311	78,469	4,382	13,148
One to five years	19,713	130,782	11,687	48,209
	<u>49,024</u>	<u>209,251</u>	<u>16,069</u>	<u>61,357</u>

20 Legal status of the charity

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

Reference and administrative details

Trustees	Gordon Johns (#,*)	Chair (and Chair of Remuneration Committee)
	Dr Cathy Burton	
	Tricia Cavell-Hill (#)	
	Jeremy Harrington	(Retired November 2020)
	James Cray	(Appointed July 2020)
	Mark Harrison	
	Nicola King	
	Keith McLeod (#,*)	Treasurer (and Chair of Finance Committee)
	David McNeill	
	Sarah Wells	
	David Barnett	(retired 2 January 2020)
	# Member of Finance Committee	
	* Member of Remuneration Committee	
Chief Executive	Ropinder Gill	
Key management personnel	Stephen Scowcroft	Director of Operations & External Affairs
	Jim Howson	Director of Finance
	Karen Rabjohn	Director of Fundraising & Communications
Company secretary	Ropinder Gill	
President	Professor John Radford	
Patron	Lord Menzies Campbell of Pittenweem	
Charity number		
England and Wales	1068395	
Scotland	SC045850	
Company number	03518755	
Registered office	3 Cromwell Court New Street Aylesbury Buckinghamshire HP20 2PB	
Website	www.lymphoma-action.org.uk	
Bankers	CAF Bank Ltd 25 Kings Hill Avenue, West Malling, Kent ME19 4JQ	
	National Westminster Bank plc 22 Market Square, Aylesbury, Buckinghamshire HP20 1TR	

Auditor

Sayer Vincent LLP
Invicta House
108-114 Golden Lane
London
EC1Y 0TL

Medical Advisory Panel

Dr Kirit Ardeshta
Miss Charlotte Bloodworth
Dr Adrian Bloor
Professor Kristian Bowles
Dr Cathy Burton
Dr Graham Collins
Professor David Cunningham
Professor Stephen Devereux
Professor Martin Dyer
Dr Paul Fields
Dr George Follows
Dr Christopher Fox
Dr Eve Gallop-Evans
Dr Georgina Hall
Dr Chris Hatton
Professor Peter Hoskin
Professor Tim Illidge
Professor Graham Jackson
Professor Peter Johnson
Dr Rod Johnson
Dr Nagesh Kalakonda
Dr Ben Kennedy
Professor David Linch
Dr Kim Linton
Professor Andrew Lister
Dr Prem Mahendra
Dr Robert Marcus
Dr Pam McKay
Dr Andrew McMillan
Dr Christopher McNamara
Dr Wendy Osborne
Dr Shankara Paneesha
Dr Ruth Pettengell
Professor Andrew Pettitt
Professor John Radford (Chair)
Dr Ravi Ratnavel
Professor Simon Rule
Ms Barbara Von Barsewisch
Ms Sarah Wells
Dr Andy Wotherspoon
Dr Shirley D' Sa